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INTERMOUNTAIN REPORTER

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Studying Pollen and Insects Improves Understanding of Ecosystems

Ed Rowan and Susan Short extract a 2.5cm sample from a core taken from organic soils underlying Julias Park.

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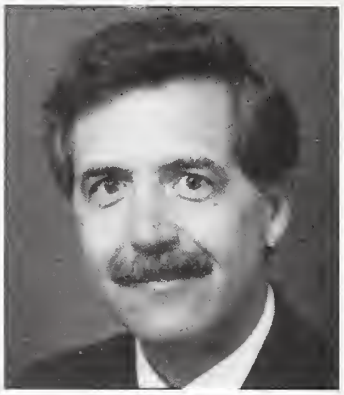
Regional Forester's Message



As we face the new year, I'd like to focus on where we are headed—not how we get there. We do face some uncertainty in terms of the organizational and cultural changes ahead. But I get the sense from a lot of people that Reinvention and R4 Rediscovery are ends in themselves. We really need to get rid of that thinking. Our efforts to change our organization are not ends, but means—ways towards the kind of organization and culture that can implement ecosystem management.

Ecosystem management is meaningless unless it means a different way of doing things on the ground than what we've been doing in the past. It's not just planning or analysis. It means treating the land and people in a different way. I see Reinvention and R4 Rediscovery as attempts to shift our organization for these new relationships. For instance, some of the proposals for boundary adjustments are attempts to put broad ecosystems in the same Regions.

Reinvention envisions a new relationship with Research. In R4, it's already started. Our Science-Management Roundtable last fall got researchers and managers together to talk about how we can work closer. Reinvention proposals to re-align Regional and Station boundaries and add Station Directors to the management team aim to build this new relationship. Scientists won't just give us useful technology; they may be working with us to help us design adaptive management experiments and monitor the results.

Reinvention also envisions new relationships with the public and other agencies. Our past public involvement has been more formal and legalistic—involving people at certain "touch-points" in a decision process. Ecosystem management calls for collaboration and continuous involvement.

Our own R4 Rediscovery efforts also focus on new relationships to land, customers, and to one another. We will start allocating money to ecoregions and will ask forests to work together on their priorities. We are reorganizing Regional staffs into teams. Does it change things to call people "teams?" I think so. Change starts when you think of yourself differently.

We're also shifting our organization "closer to the customer." Most people who used to be "RO staff" will now be service people who work for a board of Forest Supervisors, not the Regional Forester. "Closer to the customer" doesn't have to be physical. What is key is your mindset. If your mindset is that the Regional Forester is your customer, that's the work you are going to focus on. It makes sense to have more people help the forests get the ecosystem management job done.

So let's think of these organization change efforts as means, not ends. Let's not get caught up in the politics of boundary proposals, turf, and titles. Let's work on changing the way we work, and the way we work with others. And let's focus on the end—stewardship of the incredible lands entrusted to our care.

Dale

** Editor's note: For more information on R4 Rediscovery, see the Special Edition (#18) of Future Focus. If you need a copy, contact the editor via DG - M.Reynolds:R04F12A.*

Continued from page 1

To understand the ecosystems we are entrusted to manage, many resource specialists recognize that a thorough knowledge of their development is necessary. However, gathering information for the last 150 years is not enough to understand the existing systems. Paleoenvironmental research is being used by national forests to provide a better understanding of the processes and conditions that have shaped the existing ecosystems. One such forest is the Ashley which is working with researchers to extend the timeline to at least the middle Holocene.

Last fall, Susan Short and Scott Elias of the Institute for Arctic and Alpine Research took core samples from the Uinta Mountains and Indian Canyon. They are looking for insects, pollen, and charcoal trapped in the sediments and organic material deposited in wet areas. The samples are taken to a laboratory and treated to separate the pollen and insects from the extraneous material. Each layer is examined to determine the number and types of insects or pollen it contains, and the amount of charcoal is noted to determine the frequency of fires over time. Carbon fourteen samples taken from several layers are used to determine the ages of the samples.

By determining the species and changes in their abundances, the researchers can make inferences about changes in climate of the Uinta Mountains over time. Understanding these changes will help Ashley NF managers understand how the ecosystems of the Uintas have evolved over the last several thousand years.

Climate is one of the two independent variables that drive ecosystem development. The other is geology.

"If we can understand the environment that existed when the present forests on the Ashley started, we will be able to make better decisions on managing the ecosystems," said Acting Forest Supervisor Brent McBeth. Silviculturist Sherel Goodrich agrees—"By knowing how the present climate fits with that of the past, we will be able to really understand the range of natural variation that has existed here."

"We must approach ecosystem management through a process oriented systems approach," said Darlene Johnson, Forest soil scientist. "When we understand the processes that drive these ecosystems, we will be able to manage them on a sustainable basis."

"Understanding changes in past climates will help us understand the processes that drive our present ecosystems," Roland Leiby, Forest hydrologist said. "It gives us a three-dimensional look at these ecosystems."

by Andy Godfrey
Regional Public Affairs Office □

Roland Leiby, Nancy Elias, and Scott Elias dig into organic rich material underlying Julias Park on the Ashley NF. These samples will be taken to the laboratory in Boulder, Colorado and analyzed for insects.

Susan Short, Ed Rowen, and Scott Elias dig into charcoal layers exposed in the Left Fork of Indian Canyon on the Ashley NF.

BUILDING ON THE PAST: *Ecosystem Inventory on the Ashley*

The Uinta Mountains in northeastern Utah have been studied and explored since the middle of the last century. Pioneer geologists investigated resource potentials along proposed transcontinental railroad routes. Even earlier, William Ashley, namesake of the Ashley NF, investigated the biologic resources in seeking good beaver trapping grounds for his Rocky Mountain Fur Company.

Some of these early explorers left detailed accounts of what they saw and found in personal journals and scientific publications. Others weren't so meticulous; their findings are forgotten.

Heightened environmental concerns in the 1960s brought about the National Environmental Policy Act and, on the Ashley, the need to understand potential effects of a large water project that would include dams on several major rivers, tunnels, and aqueducts through the Forest. Ashley personnel decided they needed an integrated ecosystem inventory and looked to the prototype done on the Wasatch NF's portion of the Uinta Mountains.

Between 1972 and 1979, an Ashley team of specialists in geology, soils, hydrology, botany, zoology, and landscape architecture, inventoried the Uinta Mountains and Tavaputs Plateau on the Forest. The inventory used the Land Systems approach developed by William A. Wertz and John F. Arnold.

The premise is that land, both living and non-living components, is the basic medium of management. It also assumes that natural units of land result from geomorphic and climatic processes and have predictable behavior patterns. These units can thus be delineated from observable properties that indicate the past and present processes operating on them.

Useful data, such as geology and climate, was collected, then natural units of land, or landtypes, were mapped using aerial photos. The units were field sampled for additional information and to assess correlations between units. This information was compiled into a report with maps showing the locations of the various land units.

The report has resurfaced to help today's managers. The information needs of ecosystem management means that a systems-based inventory founded on process is vital. Geographic Information Systems (GIS) technology has provided a means of rapidly storing, retrieving, and analyzing the information.

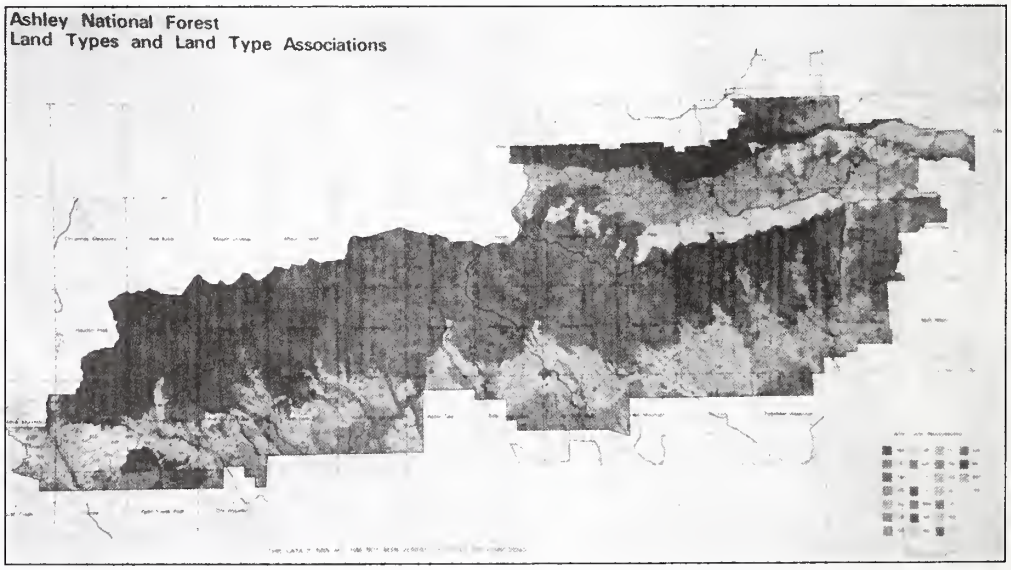
Now, a new team of specialists are using the 1970s inventory as a foundation for new insights and interpretations. "Building upon previously integrated inventories allows us to get to a point of asking the proper questions, not just the same questions over and over," said Forest hydrologist Roland Leiby. "We may not have a full understanding, but by getting together on an integrated approach out on the ground, we are able to draw inferences with other areas of the same unit."

The inventory has improved understanding on several fronts: hydrology, fire, soils, vegetation, wildlife, and silviculture.

Silviculturist Sherel Goodrich found that while broad vegetation bands are arranged by elevationally controlled climate, local small-scale differences can be very important. For instance, two adjacent units with similar climatic conditions and the same aspect can have vastly different regeneration and growth potentials. One unit that's underlain by stream deposits several million years old regenerates and grows rapidly. The adjacent unit is underlain by 10,000-year-old glacial debris and exhibits regeneration and growth problems.

Roland Leiby saw that two of the eleven landtype associations are major water producers in the mountain range. He also discovered that stream bank sensitivities closely follow the similar geomorphic processes influencing landtype units: this can have significant implications for grazing management.

Goodrich discovered that fire frequencies and types appear to correlate with landtype associations. One association, with shallow soils on the north side of the mountain, is forested by ponderosa pine and has a fire-return



A map of land types and land type associations on Uinta Mountain portion of the Ashley NF. This map is the backbone of the Forest's ecosystem management program.

interval of about 21 years. At about the same elevation on the south side, an association with deep soils is forested by lodgepole pine. Fires here are large and stand-replacing with a much longer return interval. Landtype associations at higher elevations have forests of spruce and fir commonly over 300 years old; fire is infrequent and small.

Soil scientist Darlene Johnson is studying peat deposits in wet meadows and around small ponds that trap pollen and charcoal as they build up. Vertical cores taken from meadows are studied to determine ages of the various layers and types of pollen they contain. Charcoal bands suggest that a fire occurred in the vicinity while pollen indicates the types of trees and other vegetation that surrounded the meadows. This study will greatly increase the Ashley's knowledge of how the forests developed and what role fire played in that development.

Kathy Paulin, wildlife biologist, is looking at relations between critical winter range, calving areas, and concentrations of Goshawks, all found with different associations. These associations are proving useful in managing for wildlife and livestock and will allow for a broader-based ecological approach to managing ranges off forest-administered lands.

Using a systems-based, process-oriented approach on the Ashley has opened new ways of looking at the land and the dynamic process occurring. Observing changes in natural processes in the last 100 years has prompted some different thinking as to why the extensive impacts of livestock grazing occurred during settlement of the West.

Most importantly, Ashley NF employees can institutionalize an ecological approach to management with an adaptable inventory. Today's teams, building on yesterday's information, can add to the Ashley's store of knowledge about the Uinta Mountains ecosystem. Resource specialists are free to explore new horizons. Studies of fire history, climate shifts, and water production, combined with the existing computerized inventory, serves as the foundation for future knowledge about this special ecosystem.

by Andy Godfrey
Regional Public Affairs Office □

Ecosystem Management Explored, Demonstrated at Jackson

What can you say about dynamic ecosystems evolving over millions of years, affecting the lives and tolerating the interventions of millions of humans . . . in less than a week? Well, quite a bit, as proven at the first Intermountain Region Ecosystem Management Conference May 9-11 in Jackson, Wyoming.

Despite individual differences and organizational affiliations, the cadre and 350 participants found a common desire to move toward sustainable natural resource conditions over time that includes the human community.

Conference themes were set by the opening remarks, dramatically underscored in the closing remarks, and heard in the hallways throughout the week: we are managing ecosystems for the long term, human needs demand such management, and human actions affect ecosystems. The human dimension was highlighted through presentations and art. Drawings by children, complex displays, Native American stories and dance, folk legends, songs, and modern dance expressed the long, complicated, and emotional relationship of humans to the land.

New trends in ecosystem management, from global to organizational perspectives, were considered. A panel addressed social and political changes in the American West. A university professor, a rancher, an environmental group member, a mill owner, a national reporter, and an agency official gave thought-provoking comments, sparking lively audience discussion.

Often repeated was the need to blur the boundaries between jurisdictions. Half a day was devoted to in-depth discussions of real examples where that was happening—many of them not led by federal agencies!

Moving to the nuts and bolts aspects of land stewardship, a spectrum of experts discussed emerging techniques and applications for data collection and organization. Next considered were ways of integrating pieces of information into cohesive, comprehensive packages. These techniques were illustrated by real-time examples from a variety of geographic locations with varying objectives and scales represented.

Participants were challenged to creatively move ahead with ecosystem management, forging partnerships and pathways during this exciting transition in federal land management direction. The large group session concluded with a two-hour open forum with Dale Bosworth and several Regional Leadership Team members.

The goal of ecosystem management is sustainable ecosystems over time that respond to and support the physical endeavors and experiential needs of the Americans who own these lands. Encouragement and empowerment of the land stewards who can facilitate achieving this goal is the legacy of educational forums such as the Intermountain Ecosystem Management Conference of 1994.

Special thanks to conference presenters, participants and organizers. Proceedings are available from the Bridger-Teton NF.

by Gloria Flora
Bridger-Teton National Forest □

Integrating Conservation Science with Management of Public Lands

The most pressing land management challenge in Nevada is to conserve the state's unique biotic diversity while providing for the economic growth and other needs of its citizens. The Nevada Biodiversity Research and Conservation Initiative (NBI) was developed to this end.

NBI is a partnership between the Biodiversity Research Center at the University of Nevada, Reno, the Center for Conservation Biology at Stanford University, the U.S. Fish and Wildlife Service, Nevada Division of Wildlife, Nevada Natural Heritage Program, Forest Service, Bureau of Land Management, and Nevada Division of Water Planning.

NBI strives to meet five goals by 1998:

1) to articulate and clarify the value of biotic diversity and healthy ecosystems to Nevada residents;

2) to communicate the objectives of NBI to government agencies, environmental groups, and the public;

3) to obtain accurate, current information on biotic diversity in Nevada and compile this data into an accessible, computerized format;

4) to research public land management practices that retain both biotic diversity and economic potential; and

5) to work with local, state, and federal agencies toward incorporating biotic diversity conservation into their planning processes.

NBI focuses on research and planning efforts to preserve the distinct biotic diversity of the Great Basin that has evolved in response to the area's physiography and climate. Many terrestrial plants and animals have restricted ranges or occupy rare habitats, placing them at high risk of extinction. The desiccation of once-extensive fluvial lakes in the Great Basin created many isolated wetlands that now harbor tremendous diversity of endemic fish and other aquatic organisms.

The vulnerability of these habitats, compounded by the current rate of resource consumption in the nation's fastest growing state, is resulting in regional declines of biotic diversity at an unprecedented pace. Nevada currently ranks among the top ten states in the number of its native species that have either gone extinct or are threatened with extinction.

NBI's scientific agenda includes research at levels ranging from landscapes to the genetics of single species. In addition, NBI will sponsor quantitative accounts of human influences on Nevada's natural ecosystems, focusing on the extent of past extinctions, changes in natural vegetation, land-use transformations, and the impacts of exotic species and native predator community modification.

Two of Nevada's habitats sustain a majority of the state's biotic diversity: riparian areas and seasonal wetlands that support ephemeral resources and transient species. Clearly, both of these ecosystems are utterly dependent on water availability—a need shared with Nevada's rapidly expanding urban population.

Because sustainable management of watersheds demands a landscape-level approach, NBI uses Geographic Information Systems (GIS) to map watersheds and their flora and fauna, as well as monitor critical water basins. The completed computer database, which will be made available to agencies and the public, will allow for products like maps of species richness and identification of landscape corridors connecting areas of high biotic diversity.

Preserving the health of the greater Great Basin bioregion and insuring the survival of its flora and fauna is a significant long-term challenge. Developing systems that rank species according to their vulnerability to extirpation may enable us to categorize habitats by allowable land uses, which could help prevent future endangered species listings.

Toward the goal of providing for economic development in Nevada without sacrificing biotic diversity, NBI will engage in scientifically based planning efforts. To increase our general conservation biology knowledge base and provide essential data for management decisions, NBI will fund several investigator-initiated projects.

NBI provides a means for academic and agency scientists, land managers, and the public to interact constructively on environmental issues and avoid conflicts at the nexus of conservation and development. NBI's framework of applying sound conservation biology to ecosystem management planning will prevent many species from becoming threatened or endangered, thus saving listing and recovery costs, and reducing land use regulations where such species occur. □

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Classifying and Estimating Ecological Status of Riparian Ecological Types

The Toiyabe NF's ecology team is a service center developing fundamental tools needed for managing one of the least studied and most complex ecosystems on the Forest: the riparian systems of the Central Great Basin.

Using a holistic approach and multivariate statistics, the ecology team has developed a fast, accurate, field tool to inventory and assess current ecological status of given sites and to predict likely changes in status resulting from management practices. Key abiotic and biotic variables in a scorecard handbook provide the means to measure change in relation to desired future conditions and interpret ecological processes for both lay and technical audiences.

In 1990, the Forest established an integrated team of four people with skills in statistics, hydrology, hydrogeology, soils, plant physiology, botany, ecology, range, wildlife, economics, and technical writing. The team field sampled environmental and vegetation features of 300 riparian sites in the mountains of Central Nevada. They identified riparian plant communities based on floristic species composition then used discriminant analysis to compare soil, water, and landform characteristics among plant communities and group them into ecological types. Within an ecological type, seral pathways were described and correlated to changes in rooting characteristics, infiltration rates, and species composition.

Practical, reliable scorecards and keys were developed for fast field identification of 68 plant communities, 21 ecological types, and three seral stages within those types. The keys and scorecards have been used in a pilot project, mapping ecological types and seral stages along 50 miles of stream in Central Nevada using Global Positioning Systems technology.

The ecology team has provided some basic tools to accomplish the broad goals of ecosystem management. The seral pathways described provide a practical prediction model of site capabilities and limitations for the manager. Tradeoffs and values of a site can be easily communicated to a lay person using the scorecard handbook because it focuses on a few readily observable features. Identification of a conservation threshold in the field lets managers know when they are maintaining healthy ecosystem functions.

Through partnership with Intermountain Station researchers, we have developed a review process, shared our results and initiated research on restoration processes. We have also initiated a partnership with the Nevada Soil Conservation Service to unify range site and ecological type concepts for mapping landscapes. The team is developing a geographic context for stream behavior by characterizing floodplain evolution using channel mechanics and ecological type perspectives. The scorecards are applicable as mapping tools at multiple levels of resolution (from site to subsection) for area analysis, planning, and monitoring.

by Karen A. Zamudio
Ecologist
Toiyabe National Forest □

FEBRUARY IS BLACK HISTORY MONTH. Some highlights in the history of African-Americans include . . .

1619 — The first generation of African-Americans arrived in Jamestown, Virginia.

1831 — A major slave revolt led by Nat Turner erupted in Southhampton County, Virginia.

1865 — Passage of the 13th Amendment ending slavery was greeted by thunderous ovations in the House of Representatives. To Black people all over America, it was a time of jubilee, and the air was sweet with song. *Free at last! Free at last! Thank God Almighty! We're free at last!*

1910 — Blacks, who were reduced to semi-slaves in the post-Reconstruction period, decided there had to be a better way and a better place. The first wave of the Great Migration saw 300,000 Blacks move to the big cities of the North between 1910 and 1920.

1955 — Rosa Parks, a mild-mannered seamstress, kept her seat at the back of the bus when six white citizens boarded. She was arrested, and local leaders in Montgomery called for a boycott. The one-day boycott stretched into 381 days; the 381 days changed the face and heart of Black America, creating a new leader, Martin Luther King, Jr.

1968 — Dr. Martin Luther King, Jr. was assassinated on the balcony of the Lorraine Motel in Memphis, Tennessee. The response in America was tumultuous—performances, plays, meetings, and baseball games were cancelled; men and women walked aimlessly through the streets, weeping.

Ketchum RD Pioneers Ecosystem Management on Sawtooth National Forest

Ecosystem management is not a new term on the Ketchum RD, where a process introduced five years ago has changed forever the way they look at the inter-relationship between natural resources and their customers.

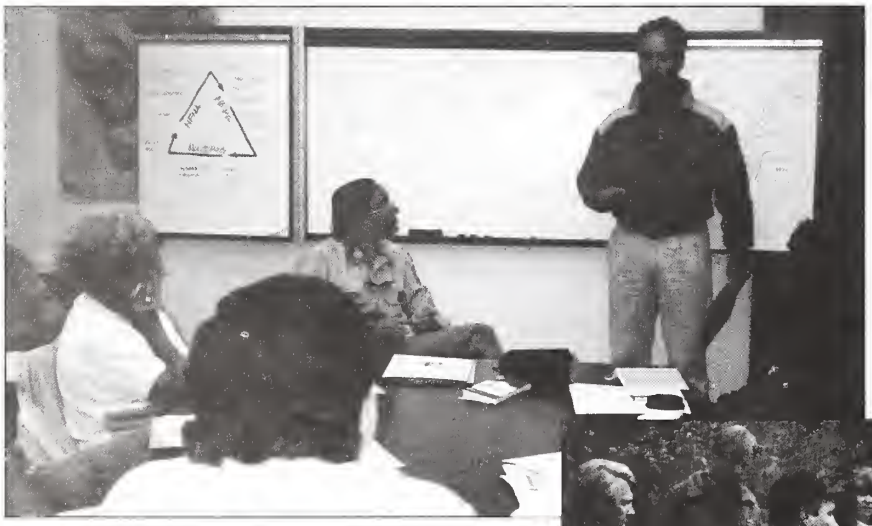
In 1989, over 500 individuals, groups, and organizations that were involved in past decisions on the Ketchum RD were contacted. They were asked how the District was doing in managing the natural resources and meeting customer expectations. According to District Ranger Alan Pinkerton, this step identified concerns that needed to be addressed by the District if it was to position itself for success in the coming years.

"We decided to break the District into five areas based on the issues, drainages, and current activities. This was the most logical way to better understand the cumulative effects of our resource decisions," Pinkerton explained. "Each area has been or will be studied in a two-year analysis process driven by our Forest Land and Resource Management Plan (Forest Plan). Now that we have two analyses completed, we are beginning to see the real strength of this process."

In the first year, an interdisciplinary team is identified that goes into the field and inventories the analysis area under Forest Plan general direction. The team then develops a proposed action including a multi-year and multi-project series of actions that are analyzed collectively for cumulative effects. Input from citizens in the local community assists the District Ranger in identifying additional alternative actions and finalizing issues.

In 1991, the Trail Creek Analysis was completed and an unappealed NEPA sufficient document was signed by the District Ranger. In June 1994, the Deer Creek Analysis was completed and a decision issued in November. The District will begin the Big Wood Analysis this spring that includes a portion of the Sawtooth National Recreation Area and a piece of public land administered by the Bureau of Land Management.

"To date, soil stability and riparian health have been the driving issues in each of the analyses," Pinkerton said. "We have used the expertise of the Intermountain Research Station



A citizen from Ketchum who provided input for the Trail Creek Analysis helped brief Congressional and media representatives before a field tour of the area.

The tour provided an opportunity for media and Idaho Congressional field assistants to see first-hand the changes in the Trail Creek area.

for classification and mapping of the riparian areas within the analyses. We've also been assisted by the Missoula Research and Development Center in the design, location and construction of trail systems to help solve issues associated with user conflicts."

The rewards and advantages to the District's ecosystem analysis process are many.

In 1993, $18,500 in excess mitigation funds from the Exxon-Valdez oil spill were provided to the Trail Creek Project. This project also received $3,500 in New Perspectives funding for Ecosystem Management, and a $10,000 grant from the State of Idaho Department of Parks and Recreation.

The Ketchum RD has also received several awards, including the Chief's Participation Award to Trail Creek Citizens, a Regional Forester Certificate of Merit for Ecosystem Management, and the Forest Supervisor's Special Performance Award for Ecosystem Management Leadership.

"The strengths of this process are evident," Pinkerton noted. "We're showing our customers that we are implementing the direction and desired future condition of the Forest Plan. We now better understand the interrelationships of our decisions and the public better understands and supports our decisions, which they see as theirs."

"The list goes on. The bottom line is that all of our customers, whether employees, permittees, special interest groups, local officials, other agencies, or congressional representatives, better understand and support the direction the Ketchum RD is headed now and in the future," Pinkerton said.

by Barbara Todd
Public Affairs Specialist
Sawtooth National Forest □

Vehicles were permitted to drive adjacent to Trail Creek to numerous overnight camping sites along the creek. Heavy recreation use mainly by campers and fishermen caused the riparian vegetation along streambanks to disappear.

Vegetation flourishes one year later after riparian planting of mostly willows in 1993. Vehicle access to the stream has been curtailed and day-use only is permitted in this area. A trail accessible to the disabled has been built in place of the road.

Eco-Jumpers— After the Flames

So what DOES a smokejumper do in the off-season? A question often asked of any summer federal employee by those "year round, non-government" employed folks. I was asked that question at least once a week every summer I worked for the National Park Service—where Park visitors called me a "Forest Ranger." And asked the same question the five summers I worked for the Forest Service—where visitors called me a "Park Ranger." Now they don't call me either—'cause I'm a "permanent", interpreting a pile of paperwork, rather than a streamside.

So I jumped at the offer. To "go to the field," of course! A hardy ecosystem team of four—three smokejumpers and a botanist—were tackling a huge assignment of collecting vegetation information in the '94 burn areas on the Payette NF. Before the snow chased them out . . . the clock was ticking.

They said it was "cold out there" in that blackened landscape. So I put on enough layers to almost immobilize me. And packed enough food for a week—I wasn't going to go hungry—even on a day trip!

It was October 4, and all the fires were still burning to the northeast. Unknown to us, the fires would continue to burn until the end of the month. So off to the Corral Fire we went—Rob Morrow, Brad Sanders, Francis Russo, and Marilyn Olson.

I had spent 21 days with my Type I Fire Team on the Corral Fire and saw the "hot areas" plenty of times by ground and air. But our destination was ancient history—the area where the fire burned 60 days earlier.

The band of four hit the ground running. We charted an end-of-day rendezvous spot, divided into two teams, and took off into the black. And the steep. And the ashes. An amazing, unworldly landscape.

The vegetation data collection was very precise. We did our work in a multitude of quarter-acre plots, as we zig-zagged ever closer to the rendezvous point. Calling out and recording the "ground char" found along the 100-foot tape measure and assessing the intensity and severity of the burn. All the while, knowing exactly where we were on the earth's surface via a Geographic Positioning System unit, an amazing hand-held instrument.

Lunch was on a pile of rocks with a scenic view. The rock-spot was the only area not blackened on that slope, but I could see that—like most fires, the Corral Fire was a mosaic of burned and unburned areas.

We pressed on until late in the day, always knowing where Marilyn and Francis were and how they were doing. At the ridgeline rendezvous spot, the re-united team cheerfully exchanged information about the day's events.

We hauled the tree samples and data records back to the office. My big day was over, but the ecosystem team would continue collecting information until the snow fell. Then they would join me in my world—in the office, analyzing the mound of data. Coffee, anyone?

by Susan H. Reinhard
Public Affairs Officer
Payette National Forest □

PHOTOS ON OPPOSITE PAGE

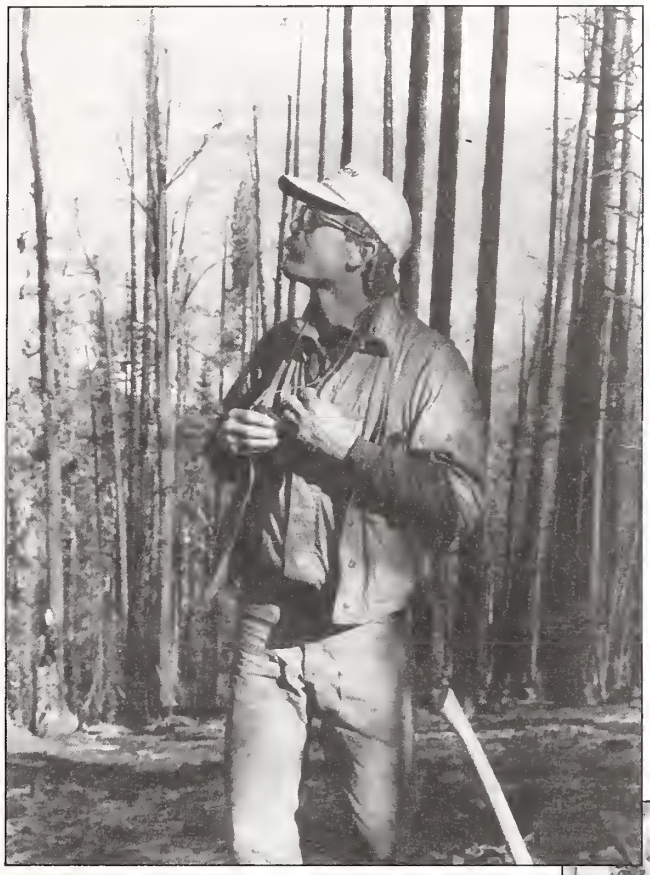
1) Rob Morrow surveying area to define burn intensity.

2) Rob Morrow calls out "grand char" severity under a 100-foot tape.

3) Lunch with Rob Morrow and Brad Sanders. A pile of rocks with a view.

4) Rob Morrow and Brad Sanders fall a tree to count tree rings and measure form class.

1)



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WHO'S AFRAID OF A LITTLE WATER?

The winter snows have set in, blanketing the hills and mountains with a peaceful, serene cover. The mountains are quiet, unlike the buzzing activity of our exciting fire season last summer.

But underneath that solemn blanket, there are some severely burned areas, mostly consumed by the Rabbit Creek Fire, which scorched 146,400 acres right in the middle of the Boise NF.

Hydrologists inspecting the fire damage have discovered an unusual and perplexing condition. Where the fire burned with high intensity, the soils have become hydrophobic—literally afraid of water. This is a natural phenomena. The unusual part is that the hydrophobic layer is normally one to four inches thick, but at some test sites on the Rabbit Creek Fire, hydrophobic soils were more than 12 inches deep.

These soils pose real problems for resource managers. When water is poured onto hydrophobic soils, it beads up just like mercury. Rain, which would normally be welcomed after our recent bout with drought, rolls off the hills like water off a duck's back. "It's like someone poured paraffin out there. That water is not going anywhere," said Leah Juarros, Boise NF soil scientist. The vicious cycle is this: the vegetation is burned off and the soils won't accept water; without water, vegetation cannot be reintroduced, and without vegetation, animals will not return.

The only solution to crack this cycle is to break up the soils. So far, chemicals introduced to the area don't have an effect on the hydrophobia. Burrowing animals, if they are inclined to remain or return to the area, do a good job of breaking up the soil layers. Large animals walking through the area also work to break up the soil as do rehabilitation projects like contour felling. When a burned tree is cut down and staked across the hillside, the ground is disturbed enough to begin breaking down the hydrophobic conditions.

Hydrophobia is a result of extreme heat and pressure during a wildfire. The oils in the vegetation are changed into a gas and pushed downward into the soils where it coats soil particles. Even when the soils are removed and transferred to a lab, they remain in their new hydrophobic condition. They've received a wax-coating they can't shake.

The soils will return to a more normal condition after about two years, depending on disturbance to the area, severity of the fire, and depth of the hydrophobic soils. In some cases, though, like on the Rabbit Creek Fire, it could take eight years or longer before we'll see vegetation returning to some areas.

How do we prevent this condition? "Prevent high intensity, high severity fires by using prescribed fire more," says Juarros. Underburning will remove the excess fuels, thus removing the chance of turning good soil into the neurotic, hydrophobic soils we've witnessed.

by Lynette Berriochoa
Public Affairs Specialist
Boise National Forest □

Editorial Policy—*Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (M.REYNOLDS:R04F12A) and a hard copy to Meghan Reynolds, Payette NF, P.O. Box 1026, McCall, Idaho 83638. Photos to accompany text are to be sent to the Editor separately.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.

HONESTY IS THE BEST POLICY

This past summer, the Summit Campground on the Malad RD was the learning ground for some valuable lessons in honesty for a few young campers.

Don Chivers was approached by two small girls with the encouragement of their mother. With quivering lips and small voices, they admitted to raiding the fee envelope box at the kiosk. As you can imagine, Don softened a bit and listened to what they had to say. They promised that they would never do that again, so Don (being the good guy he is), didn't put them in jail this time! It was a lesson that will not soon be forgotten by all parties involved!

Toward the end of the camping season, the following letter, obviously written by a child's hand, was found in the fee box:

SORRY!
Dear Forest Service:

Thank you for leting us stay, But I abuse the privilage of that and I am very very sorry.

I did somthing I should have not dune, I throw all of the tollet paper in to the out house. I shoudent ever do that again.

I won't do that never ever ever do that again.

Oh PS I leave you five dollors. So you can by new tolet paper

Miles

Elsie Sperry, our irreplaceable Frontliner/Receptionist, composed the following letter that was sent to Miles.

Dear Miles:

We received your very nice letter and your $5. We can't thank you enough for your honesty. You are a very special boy to do this, as it is not only unusual, but it is very hard to tell someone you did something wrong.

Again, we say thank you, and your parents for the great letter. We know you will grow to be an honest young man and will set an example for your friends and others of your generation.

Sometimes as adults, we sit back and wonder just what this world is coming to. These examples of parents teaching their children the very important principle of honesty gives us reason to cheer up a bit at the thought of the possible integrity of our future leaders.

by Kathy Williams
Office Automation Clerk
Malad Ranger District
Caribou National Forest

QUESTIONS and More QUESTIONS . . . by Design

"What clues might tell you how this large stump came to be cut off 10 feet above the ground?" queries a workshop facilitator.

"Part of the stump is gone. It looks really old and rotting inside," a teen responds. "Was it cut during the Comstock era of the 1800s?" "Did they saw it off when the snow was deep in the winter?" another asks.

Questions . . . and then more questions . . . by design of the High Sierra Resources Workshop. The workshop takes Nevada high school students from the forest-urban interface around Carson City into the heart of the Carson-Iceberg Wilderness for eight days of hands-on environmental education.

Annabelle Graves studies flower parts of the yellow-leafed balsamroot. Students investigated vegetation changes of a high mountain meadow after a grazing allotment had not been used for four years.

High school participants in the High Sierra Resources Workshop, Paula Gordon, Tracey Benson, and Michelle Smith examine flower parts.

Karen Burns and Bryce Bennett carefully dissect a purple iris flower in Dumont Meadows in the heart of the Carson-Iceberg Wilderness.

Carson District Lead Wilderness Ranger Jason Hathaway and Annabelle Graves carefully examine a rusty artifact from an historic logging community in the Wilderness. Annabelle and fellow students were discovering the rich history of logging in the 19th century. Timber from this remote area of the Wilderness was removed to support the Comstock mining effort centered around Virginia City almost 60 miles away.

Peter Wallstrom and Karen Burns study flower parts near the East Fork of the Carson River.

Participating teens quickly find that answers won't come as easy gimmies during their experience in the wilderness. They find out that the answers to natural resource questions often challenge their thinking abilities, and at a minimum, raise additional questions.

A partnership made the workshop possible. The Carson City School District joined the Nevada Division of Forestry, Soil Conservation Service, and Toiyabe NF to develop a new way to experience natural resources. Provisions were supplied by the pack stock and volunteer packers of the Nevada Backcountry Horsemen, and several sponsors helped students financially.

Since Nevada lacks a formal environmental education curriculum, the Carson City Schools offer a future opportunity to expand the workshop to include teachers and integrate environmental education into the traditional classrooms. The workshop is developed around "Investigating Your Environment." This hands-on approach and across-the-board curriculum emphasis was echoed by Carson District Ranger Guy Pence. "We have math out here. We have history. We have science. We have literature. We have physics. We have music. We have geometry. The wilderness has it all as an outdoor classroom."

Steve Walker, coordinator for the Western Nevada Resource Conservation and Development District, said, "We owe this to our kids." His commitment to environmental education showed when he postponed his administrative duties to join the group in the wilderness. There he shared his expertise of riparian areas and personal respect of the land from a seat perched on a riverbar by the rushing late spring melt.

The most significant aspect of the workshop cannot be planned. It just happens for each participant on a personal basis . . .

Rose Nehl, a junior at Reno High School, took the hands-on aspect of her experience to a humorous level, she said, when

> ***"I even tested the temperature of the Carson River in three different areas by falling in!"***

Subsequently, Rose was voted, tongue-in-cheek, as the "most likely to become a surface water hydrologist."

> ***"The river flows through the valley, swiftly, slowly, swiftly, slowly. It is at peace with its surroundings: the trees, the birds, the fish. It is the mother for the rest of the wildlife. It nurses and cares for all who live there. The river flows with the smell of freshness, the touch of coolness, the taste of purity, the sight of glistening, and the scent of Peace on Earth forever,"***

wrote participant Tamison Irwin.

> ***"Everyday I've been here has been so fun, I only wish more people could experience what I have,"***

said high schooler Sage Umphries.

> ***"I figured that I knew everything about the Carson-Iceberg Wilderness. Boy was I wrong! This was a very worthwhile program and your sponsorship was greatly appreciated,"***

wrote Bryce Bennett in a thank-you note to the Backcountry Horsemen of Nevada.

> ***"My legs have become the prime source of food for mosquitos . . . I have experienced nature in its rainbow of colors . . ."***

said fifteen-year-old Karen Burns.

Participant Cathy Rodrigues wrote a thank-you letter that revealed more than thanks. It humbles educators to learn how their efforts may impact a young life . . .

> ***"You all helped me to decide what I want to do, and I've decided veterinary medicine isn't for me and that pursuing a career in wildlife biology is what I really want. But in the immediate future, I hope to have a summer job with the Forest Service."***

by Steve Hale
Natural Resources Specialist
Carson Ranger District
Toiyabe National Forest

Researchers Track Impacts of Subsidence from Coal Mining

On the surface, the Burnout Creek drainage doesn't look too unusual. The creek bed tumbles down off the Wasatch Plateau towards Huntington Canyon. About a mile down, two forks merge and water appears, trickling down in little riffles, runs, and cascades forming small pools on its course.

But 600 to 900 feet below the creek bed, longwall coal mining has removed a 12-foot thick, mile-long seam of coal, causing the land to subside (sink), creating rubble and fracturing far below the creek bed. The whole area will subside at least six feet lower.

But does this damage the creek? To research hydrologist Dr. Roy Sidle and other investigators, the pools and riffles, seasonal flow rates, and other features are clues to the impacts of this massive underground technology on this perennial stream and the many forms of life it supports.

Sidle is point man on a partnership project between the Manti-La Sal NF, Utah Fuel Company, and Intermountain Research Station's Disturbed Land Reclamation Project based in Logan. "All partners have a common goal and vested interest in this," Sidle noted. "They need to know the impacts of subsidence from coal mining under a perennial stream."

Manti-La Sal officials need to know because they administer the surface of most of the coal-mined land in Utah. Coal companies want to mine elsewhere, which means more subsidence, and no one knows what the environmental impacts would be.

"We remove 18 million tons of coal from the Manti annually out of 24 million tons statewide," noted Dennis Kelly, Forest hydrologist, during a summer tour of the Skyline project.

Six million tons come from the Skyline Mine. Located under a ridge of the Wasatch Plateau 23 miles west of Price, Skyline Mine is the largest underground mine west of the Mississippi and the second largest underground coal mine in the United States. And it's all under National Forest land.

Large covered conveyor belts are used to transport coal from Skyline Mine mouth 23 miles west of Price, Utah.

"The mine commenced production in 1980," said Charles Jankiewicz, Ferron-Price District Ranger. "In its 1980 mine permit, mining company officials had proposed to conduct longwall mining, with the resulting subsidence, in Burnout Creek."

The mine plan and permit required protecting known perennial (running year-round) streams from subsidence and its associated effects. During a later resource inventory, Forest Service employees learned that a portion of Burnout Creek is perennial.

"In 1991, when the company proposed to subside the ground under the stream, we said 'we have some new information,' " Jankiewicz said. Company officials noted that they already had approval—subject to Forest Service environmental requirements—to mine.

In credit to the mine manager, Jankiewicz said, "He was willing to see the Forest Service side." After some very tense meetings, company officials and the Forest Service came to an agreement.

The mine owner, Coastal Corporation/Utah Fuel Company could longwall mine and cause subsidence under Burnout Creek on a trial basis. At the same time, the company would help fund a long-term study on effects of subsidence, and provide some off-site habitat and site enhancement to mitigate mining impacts on key species and habitat. Also, "if we determined there is damage from the mining, they agreed to cover costs for repair to the National Forest within 24 hours."

Mitigations were required to provide upfront replacement of spawning habitat for the Yellowstone cutthroat trout. Burnout Creek is a tributary to Upper Huntington Drainage, the only source of disease-free trout eggs in the State and a blue-ribbon fishery for the cutthroat. Burnout is also prime spawning habitat. The company funded a fish ladder on the spillway on the Boulger Reservoir Dam, opening 8,000 feet of additional suitable habitat, providing a potential net benefit if no damage occurs in Burnout Creek.

The company is providing much of the funding for Sidle's research through the Intermountain Station.

"It's not easy to convince a company to put money up front on research that might not give them the answer they want," added Jankiewicz.

But company officials want to know, said Keith Welch, environmental coordinator for Utah Fuel. They hope to longwall mine with the resulting subsidence in other drainages to extend the life of the mine. "As we search the literature, we don't know much about what's going to happen with subsidence from mining. All the (research) work has been done in the East, not in the West," Welch said.

Subsidence occurs after an area is mined. The rock of the mountain that is above the void created by extracting the coal collapses into the void and fills up the hole. When this collapse extends all the way to the surface so that the surface is changed, it's called subsidence. The shattered rock matrix that fills up the void is less compact and arranged in a looser assembly than the solid rock that was there before. Sometimes this void may be filled and the roof supported before the collapse extends to the surface. This happens when the coal seams are far enough below the surface; in those cases no subsidence occurs.

Methods of coal mining include "longwall" or "room and pillar." Room and pillar mining extracts coal from a "room" and leaves pillars of coal to support the roof and the mountain. Subsidence also occurs in room and pillar mining, but it's less predictable and occurs more slowly than in longwall mining. Some of the other mines in the area use only the room and pillar method.

The Skyline Mine uses longwall mining, a technique that removes coal in mile-long panels 12 to 14 feet high and 700 feet wide. About 600 feet underground, a panel is cut through the coal seam. Mechanical shears go back and forth, removing the coal. Behind the advancing shears, the rock from the mine roof falls (subsides) into the void after the coal is removed. Miners work in areas in the coal seam, supported by hydraulic shields. The shields advance through the panel behind the shears, protecting the miners.

On top of the mined and subsided Wasatch Plateau, mining officials pointed out an area that had been mined 1,200 feet below the surface a year or so ago. Nothing looked different but the land had dropped about 10 feet. "We get some cracking two or three months after subsidence but the cracks seal themselves off because of the clay soil," Welch said.

Giant shears used to cut panels of coal underground in the Skyling Mine.

"Our big concern is what happens along the flanks of the mined-out panels under a stream," Jankiewicz said. Tension from subsidence can cause cracking of the ground surface along the perimeter of each panel. Compression of the ground surface occurs at the center of each panel, causing the ground to squeeze together. "We can't see it visiting once a year and just observing. Roy is making measurements to see what really is happening."

Sidle said there are several potential impacts on hydrologic conditions. Subsidence causes the land to crack both at the surface and deep down through the mountain. These cracks can divert water from the surface, change flow patterns underground, and change the way water soaks into the ground and then reappears as springs and streamflow.

As the land subsides, the shape of the mountain and stream channel changes. The total effect may be a change in the amount of erosion and the amount of sediment delivered to the streams. There could also be a

Area of Wasatch Plateau, Manti-La Sal National Forest, where subsidence mining for coal occurred 1,200 feet beneath the surface about two years ago.

change in the amount of water flowing in and routed through the streams. Shifts in the amount of sediment and water could change the shape of the channel and the adjacent riparian habitat.

The main study site is the two-mile upper reaches of Burnout Creek. Working with engineers, geologists and graduate students, Sidle surveyed channel cross-sections along the creek positioned above coal panels slated to be removed. The cross-sections are being used to monitor future channel changes from subsidence or natural processes.

In addition, he is mapping the entire channel, classifying it in terms of pools, riffles, runs, glides, and cascades. Landslides also have been inventoried throughout Burnout. A fisheries biologist helped him classify every pool in the system. "Residual pool volume is an important part of aquatic habitat." Also, an upper and lower riparian area was inventoried for vegetation. With Utah Fuel employees, Sidle is monitoring rainfall, temperature and water quality.

For comparison, Sidle has done similar inventories in James Creek, another perennial drainage a few miles away which has not been undermined (subsided). "This will help us sort out the effects of any extreme event such as snowmelt runoff and major storm flows from the direct effects of subsidence," Sidle explained.

So what's he looking for? Changes, mostly. Changes in pool size or frequency. Changes in base flows. Changes in stream characteristics. Changes in how slope runoff moves into the stream.

"We have seen changes," Sidle said. "The channel is moving together. But we've only seen one year. We haven't examined the cumulative effects of mining multiple seams of coal. It's too early to tell." The study is planned for at least eight years.

Forest hydrologist Kelly said the study is very important to Manti-La Sal NF officials. "We are getting a description of a headwaters stream on the Wasatch Plateau that is not available anywhere else. We can extrapolate this to other streams, and extrapolate the findings on impacts to other mines. This is the only quantitative data we have of the effects of subsidence on streams."

The National Forest System (NFS) "is just not set up to do this kind of long-term project," Jankiewicz said. "Yet NFS is charged to say 'yes' or 'no' to the coal mining."

Despite Price's history and economy as a mining town, subsidence from mining is very controversial even to local officials. "Local officials support mining, but they want us to protect their water," Jankiewicz said. "The water conservancy district and irrigation companies have written us regularly, saying 'we don't want you to . . . negatively affect our water supply.' "

Huntington Creek Canyon is an extremely important area in Central Utah for recreation, fishing, scenery, and culinary and irrigation water.

In the 1990 Resource Planning Act report, national strategy for the Forest Service emphasized "better science . . . to answer resource questions," Jankiewicz said. "This research exactly fits that. We have a question we can't get answered without Research's involvement."

by Cindy Chojnacky
Regional Public Affairs Office □

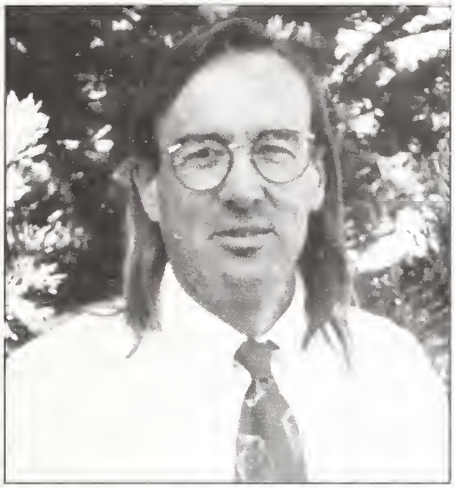
Roy Sidle, research hydrologist, Intermountain Research Station, evaluating impacts of subsidence from coal mining under Burnout Creek, a perennial stream on the Manti-La Sal.

Thalweg profile survey in Burnout Creek. Thalweg is a geomorphic term for the deepest part of a stream channel. It is a common point for taking measurements.

Sawtooth Employees Win Big!

Sawtooth NF employees Alan Pinkerton, Max Yingst, and Brent Thomas recently won prestigious awards from the Intermountain Region. They received some of the highest recognition that can be awarded to the more than 2,300 National Forest employees in Region 4.

ALAN PINKERTON

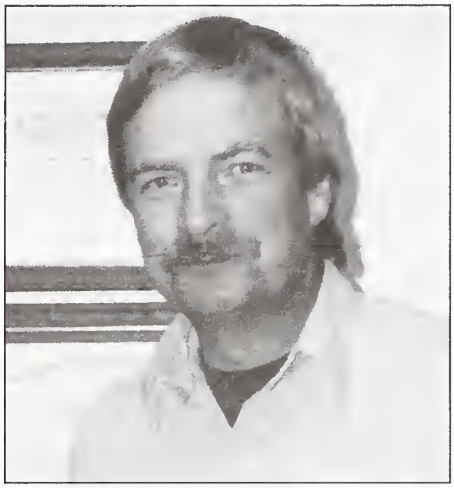


Ketchum District Ranger Alan Pinkerton won the Wayne Foltz Ranger of the Year Award for his "attributes and accomplishments that exemplify the traditions, high standards, and public service of a national forest district ranger."

Sawtooth Forest Supervisor Jack Bills said Alan has done an excellent job in working with people. "He has been able to pull various interests together and reach resolution on a number of very important projects and complex issues. Alan has been very successful at reaching agreement on tough issues while at the same time protecting the interests of local communities, forest users, and the natural resources."

This award is presented annually in memory of Wayne Foltz, former District Ranger on the Teton Basin District of the Targhee NF. Foltz lost his life in a vehicle accident in the mid-1970s.

MAX YINGST



Max Yingst, Recreation Technician for the Twin Falls RD won the John Herbert Award which is presented to an individual who is outstanding in the field of outdoor recreation. "Max has worked very diligently and successfully in upgrading District recreation facilities. He has especially done an outstanding job in working with volunteers and partners to achieve improvements on the ground with very limited budgets," Bills said.

BRENT THOMAS

Forest Landscape Architect Brent Thomas won the Region's Design Arts Award. Bills said, "Over the years, Brent has designed many outstanding recreation facilities on the Sawtooth NF. A lot of the work Brent has done here has been adopted by other National Forests throughout the system. Brent was recognized this year for his design of the Sunbeam Dam and Interpretive Project."

The Sunbeam Dam project is a major information and interpretive site on the Salmon River Highway at the junction to Yankee Fork and Custer. The site provides an excellent stopping spot for travelers, is barrier-free, and includes a stair/trail down to the river and the remnant of the historic Sunbeam Dam.

A big congrats to Alan, Max, and Brent!

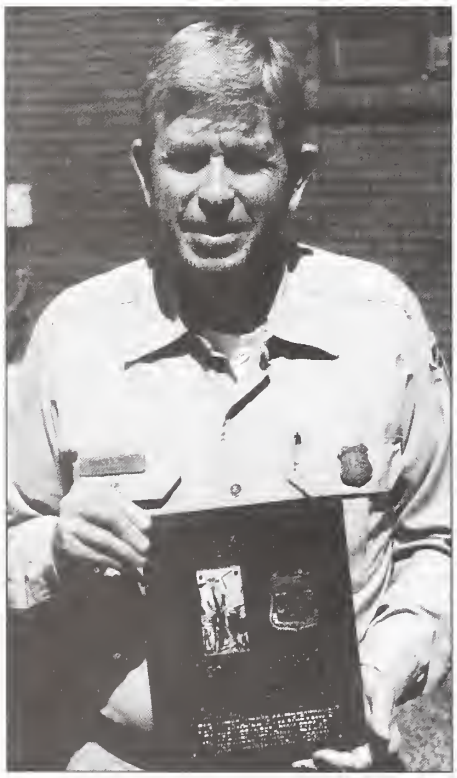
by Barbara Todd
Public Affairs Specialist
Sawtooth National Forest ☐

Dixie Forester Awarded

Don Young, forester on the Powell Ranger District, Dixie NF, won the 1994 Al Dahlgreen Reforestation Award for his outstanding contributions to reforestation efforts in the Intermountain Region.

This special award is named in honor of the late Al Dahlgreen, whose personal qualities and dedication in assuring and maintaining basic skills in reforestation, personal accountability, hard work, and steady, dependable service earned him a well-deserved reputation that needs to be preserved and recognized in others.

Don was recognized for his dedication and ability to maintain a strong tie with basic reforestation practices over his 35-year career with the Forest Service. We congratulate Don on this major accomplishment and recognition in his career. □



Don Young proudly displays his award.

Toiyabe National Forest Employees Honored by White House

Several employees of the Toiyabe NF were honored by Vice President Al Gore with the "Hammer Award" for their achievements in making government work better and cost less. Juan Palma, Millie Grune, Gerald Grevstad, Maureen Joplin, Jocelyn Biro, Georgia Higgins, Dayle Flanigan, and Gary Sayer were recognized for their recommendations on a better way to organize the Forest. The intent of the reorganization is to have more employees working closer to the land and provide better customer service.

The Vice President uses the $6 Hammer Award to signify that every federal worker is capable of building a new kind of government. Hammer Awards were presented to federal employees at 72 sites across the country during National Performance Review Anniversary Celebrations in September and October. In Reno, the Heroes of Reinvention event was held on October 25. This celebration was sponsored by the National Performance Review and the Northern Nevada Federal Executive Board. Jim Lyons, Under Secretary of Agriculture, represented Vice President Gore.

A year ago, Vice President Gore presented President Clinton with the "Report of the National Performance Review: From Red Tape To Results—Creating A Government That Works Better & Costs Less." In the year since the report was issued, the Vice President has visited hundreds of federal employees across the country to review their accomplishments and present them with Hammer Awards for their work on fulfilling the Administration's pledge to the nation.

by Erin O'Connor-Henry
Public Affairs Officer
Toiyabe National Forest □

"Almost Perfect" *won't do it . . . the next time someone says, "We're almost perfect," consider what would happen if some things worked perfectly even as often as 99 percent of the time.*

★ *Homes would be without electricity, heat, water, and phone service about 15 minutes each day.*

★ *Each page of your phone book would contain about four wrong numbers.*

★ *You'd have to do without newspaper delivery about four times a year.*

★ *Traffic lights would be defective about 15 minutes each day.*

★ *U.S. pharmacies would incorrectly fill thousands of prescriptions each day.*

Source: Ted Pollock, writing in Supervision.

Targhee/Idaho Falls BLM Gets Hammered

"We are looking for teams of employees who have made extraordinary progress in re-inventing government." That was the word sent out by Vice President Al Gore's National Performance Review Team. The Snake River Activity/Operations Plan Team took it seriously and went after the prestigious "Hammer Award."

This team of several Palisades RD and Idaho Falls BLM employees developed the first interagency multi-issue plan to guide federal management of Idaho's most valuable ecosystem—the Snake River. "This land use plan is the first approach to land management planning where two agencies and a fifteen-member citizen's task force identified standards and objectives to ensure maintenance of the natural resources along the river corridor," said Brent Erskine, co-team leader with Tom Dyer of the BLM. A 1980 U.S. Fish and Wildlife Service evaluation of Idaho ecosystems found the Snake River system to be Idaho's most valuable, biodiverse, and unique resource.

"The purpose of the plan is to ensure perpetuation of the natural resources on 20,000 acres of federal land along 122 miles of the Snake River," said Erskine. Growth in recreational use and demand, along with other conflicting resource values, prompted the BLM and Forest Service to develop this multiple resource plan keying in on recreation, riparian habitat and wildlife values. A series of site specific management actions were developed to protect important resource values of the river system while allowing for public utilization and enjoyment.

Half of Idaho's bald eagle productivity and about one-third of the Greater Yellowstone Ecosystem's bald eagle productivity occurs in this area. Associated with the cottonwood ecosystem are 126 different bird species, including two peregrine falcon eyries and four candidate species. Moose, mule and whitetail deer, mountain lions, black bear, mountain goats, mountain sheep, and many small mammals also share the river corridor.

Brent Erskine, Palisades RD, and Tom Dyer, Idaho Falls BLM, receive Vice President Al Gore's Hammer Award from Michael Huerta, Associate Deputy Secretary of Transportation.

The Snake River below Swan Valley, Idaho.

The Snake River fishery is blue ribbon and world famous. It is Idaho's largest native wild cutthroat trout fishery and boasts a good brown trout fishery as well. Three Idaho State brown trout records were harvested from the South Fork.

In addition to consistent interagency river management, this planning approach reduced costs by allowing two land management agencies to share the same document as well as the costs of river recreation developments and maintenance, riparian, range and wildlife research and management, and the river public education program.

The savings to taxpayers can't be measured in dollars. The value of this effort is the proper use and care of the high value of the natural resources in the river corridor. Both land management agencies and private citizens working as partners can assure that this objective is met.

Forest personnel involved were Brent Erskine, Bart Andreasen, Bud Alford, Dick Ward, Dusty Hinks, Alan Silker, Brent Porter, Kim Marshall (Regional Office), and retirees Fred Fuller, Steve Rushton, and Bob Williams.

by Dee Sessions
Public Affairs Officer
Targhee National Forest □

Roll Call

REGIONAL OFFICE

Special Act
CHRISTOPHER HARTMAN, Landscape Architect - For developing the original concept and for being a constant champion of the "end user." Chris was responsible for recognizing the need for a user-friendly version of the access direction and took it upon himself to prepare a publication which was taken by PLAE, Inc. and published for national use.
JEANNETTE HARTOG, Fire Prevention Technician - For consistent performance at the superior and outstanding levels and for exceptional leadership and support skills demonstrated in her coordination of the Regional Fire Prevention Program.

BOISE NF

Group
NEIL MCCUSKER, Forester, and TOM SILVEY; PHILIP CANODY; FORREST LUDWIG; PAT MURPHY; JEAN LUDWIG; TRENT BRISTOL; DENNIS HOOPER; WAYNE BECK; CLINT VAN ZILE, all Forestry Technicians, Idaho City RD - In recognition of outstanding contribution and hard work to secure Ponderosa Pine cones for the Boise NF in light of trying conditions due to large wildfires.

Special Act
LEONARD ROEBER, Forestry Technician, Idaho City RD - For personal determination and outstanding leadership, in light of trying conditions due to large wildfires and cone insect infestation, of overseeing a successful Ponderosa Pine cone collection program on Idaho City RD.
BRIAN HARRIS, Public Affairs Specialist, SO - Your personal direction and timely completion of the National Wildfire Coordinating Group's production, "If a Tree Falls . . . " exceeded all expectations and objectives.

Quality Step Increase
DANE K. LEE, Forest Air Officer, SO - For continued outstanding performance in all responsibilities as Forest Air Officer.

Promotions
ELIZABETH MARTIN, Accounting Technician, SO.
JUDITH SILVA, Accounting Technician, White River NF to Accounting Technician, SO.

BRIDGER-TETON NF

Cash
BARBARA FRANKLIN, Hydrologic Technician, Pinedale RD - $500 for outstanding commitment and involvement in the Allowable Sale Quality Amendment.
GLORIA FLORA, Natural Resource Manager, SO - $1,300 - The Forest hosted an Ecosystem Management workshop attended by over 350 people this past May. Through her leadership, the Forest Staff was mobilized to pull off a significant event not only for the Forest, but for the Intermountain Region.
LIS NOVAK, Forest Landscape Architect, SO - $500 for leadership in universally accessible design on the Forest, including sponsorship of an accessibility workshop for the Greater Yellowstone area in May, 1994 and follow-up throughout the field season on projects being constructed with access to the disabled in mind.
DALE GOMEZ, Wildlife Biologist, Buffalo RD - $500 for development of the document "Conservation Assessment for the Spotted Frog in the Intermountain Region, USFS." This document provides important scientific information useful to all Forests in the Intermountain Region. Award presented by the RO.

Spot
JAMES IRWIN, Warehouse Worker, SO - $100 - Employee of the Quarter - For ongoing dedication, organization, and high spirits during fire season, working long hours and organizing the transportation of supplies and people to the fireline, keeping all fires small in size.

Promotions in Place
MARTIN FERWERDA, Soil Scientist, SO.
RITA CHANDLER, Forestry Technician, SO.

Reassignments
DANIEL BAUER, Forestry Technician, Chugach NF, Seward RD, to Forestry Technician, SO.

Resignations
HEIDI ZARDUS, Surveying Technician, SO.
BRIAN ROWAN, Telecommunications Specialist, SO.

Reassignments
KRISTINE DAMSGAARD, Forestry Technician, RO, to Forestry Technician, SO.

CHALLIS NF

Cash
PETER W. BRADSHAW, Engineering Equipment Operator Foreman, SO - For superior performance.
KRISTINE HURLESS, Civilian Pay Technician, SO - For superior performance.
TONI SULLIVAN, Resource Specialist, SO - For superior performance.
LINDA FOSTER, Support Services Specialist, Lost River RD - For superior performance.

Group
JILL MCCURDY, Forestry Technician; JOSE NORIEGA, Wildlife Biologist; SHARON BRADLEY, Supervisory Forester; RONALD B. HARRIS, Forestry Technician; CLEE SHINDERLING, Forestry Technician; RON YACOMELLA, Forestry Technician; P.J. SMITH, Supervisory Forestry Technician; DAVE FAIKE, Forester; ROCKY SOLK, Support Services Specialist; ANDREA REEDER, Business Management Assistant - all Challis RD, and BARBARA ANDREWS, Resource Assistant Challis SO - For significant fire time contributions during the 1994 fire season.

MARK GIACOLETTO, FMO; MARIE SHAFFER, Resource Clerk; JANET VALLE, Rangeland Management Specialist - all Lost River RD - In recognition of their significant fire time contributions (more than 80 hours of fire time) in the 1994 fire season.

CAROLYN SMITH, Information Assistant; ROSA ERICKSON, Information Assistant; STEVE SPENCER, Supervisory Range Conservationist; CAROL BOYD, Forester; MELISSA ABBOTT, Forester; LINDA FOSTER, SSS; MIKE FOSTER, Natural Resource Specialist; DUANE ALBERT, Range Technician - all Lost River RD - In recognition of your contribution and efforts in helping the District meet targets in spite of the demanding fire season.

Special Act
BARBARA ANDREWS, Resource Assistant, SO - For absorbing extra duties of the lead typist/office services, due to the position being vacated, and also being a valuable asset to the Forest's fire organization.
CAROLYN MATTSON, Office Automation Clerk, SO - For high quality of work in her job and also taking some of the duties of the Lead Procurement Office when that job was vacated. She also contributed her time to help during our fire season.
GAIL JADLOWSKI, Office Automation Clerk, SO - For extra help with a vacant position and the extreme fire season, she was called upon to do duties that were beyond expectations of the typing cadre.
NORMAN DOLL, Engineering Equipment Operator, SO - For superior action in getting many adverse jobs completed on time and safely and willing to put in extra time and effort to do the best job possible.

Spot
MARY HURLESS, Information Assistant, Yankee Fork RD - For consistently exceeding normal work requirements while assuming the reponsibilities and duties of co-workers during their absence.
MARIE SHAFFER, Resource Clerk, Lost River RD - For superior performance in the Range and Timber programs on the Lost River RD.

Quality Step Increase
DONALD PETERS, Managing Engineer, Challis SO.

Promotions
RUSSELL CAMPER, Rangeland Management Specialist, Challis RD.

Promotions in Place
PETER BRADSHAW, Engineering Equipment Operator Foreman, SO.

Reassignments
ROGER CHILSON, Forester, Yankee Fork RD, to Forester, Challis RD.
RONALD HOCKING, Warehouseman, Challis SO, to Warehouseman, Challis RD.
DAVID FAIKE, Forester, Challis SO to Forester, Challis RD.
RONALD YACOMELLA, Land Surveyor, Challis SO, to Forestry Technician, Challis RD.

CARIBOU NF

Spot
KATHY WILLIAMS, Office Automation Clerk, Malad RD - For representing the Malad RD as a member of the Caribou Committee and assuming the duties of district safety officer.

Special Act
JOHN LOTT, Soil Scientist, SO - For outstanding performance and quality of work in contract administration and compilation of section descriptions for the Intermountain Region as part of the National Hierarchical Framework of Ecological units.

DIXIE NF

Cash
BARRY J. JOHNSON, Forester, SO - For superior performance in timber sale and contract preparation and advertisement, with special achievement in meeting quality standards and timelines on the Sidney Valley recovery project.
RONALD L. RODRIGUEZ, Wildlife Biologist, SO - For outstanding performance in FY 94 in the forestwide management of the wildlife and threatened, endangered and sensitive species programs including special management accomplishments for the Arizona willow.
LLOYD A. BENSON, Forestry Technician, SO - For demonstrating exceptional skills during a busy fire year in 1994 in dispatching and supervising the Dixie Interagency Fire Dispatch Center to a very high standard.
ELVIN G. COX, Electronics Technician, SO - For providing exemplary service to his customers—the employees and customers of the Dixie NF. He consistently presents the image of a professional in service to all those he deals with.
CONNIE S. KLEESE, Accounting Technician, SO - For performance substantially exceeding the requirements of her position for FY 94.

Spot
LEEANN BEEKMAN, Forestry Technician, Escalante RD - For extra effort in implementing the RMRIS database and completing accomplishment reporting to the RO for the East Zone ahead of deadlines.
PATRICIA A. LARSON, Information Receptionist, Pine Valley RD - In recognition of daily superior performance of duties and extra work accomplished while the SSS position was vacant or filled with a part-time employee.

FREDRIC R. YBRIGHT, Forestry Technician, Pine Valley RD - In recognition of superior performance as Wilderness Coordinator in FY 94. Your extra efforts, especially in the LAC process on the District, has caused superior results.
CONNIE S. KLEESE, Accounting Technician, SO - For going the extra mile in obtaining and submitting accurately in a timely manner fire time reports for employees who were dispatched on fires throughout the western US.
JANICE JENSEN, Resoource Clerk, SO - For extra effort to meet national changes in "Term and Conditions" of all Recreation Residence permits in Pine Valley and Navajo Lake, and helping to assemble bid packages for the Sidney Valley Timber Sale.
CHEREE F. PADDOCK, Assistant Resource Specialist, SO - For extra effort in preparing and distributing packages for the Sidney Valley Recovery Project.

Quality Step Increase
MARY K. STATHIS, SSS, SO - For performance substantially exceeding the requirements of the position for FY 94.
JANET S. NELSON, Personnel Clerk, SO - For performance substantially exceeding the requirements of the position.
DONALD F. TINSLEY, Forestry Technician, Cedar City RD - In recognition of outstanding performance in accomplishment of duties in presale, TSI, database management, and stand inventory exams.

Promotion
JULIE A. DODDS, SSS, Powell RD.

Retirement
CONRAD CLARK, Personnel Management Specialist, SO.

HUMBOLDT NF
Spot ($25 each)
GARY CAMPBELL, Civil Engineer, SO.
DAVE AICHER, Range Conservationist, SO.
LUCY CAMPBELL, Personnel Specialist, SO.
LINDA WHITETRIFARO, Wildlife Biologist, Ruby Mountains RD.
NANCY HARPHANT, Financial Clerk, SO.
BETTYE IBOLD, SCSEP, SO.
DIANE BRADY, SSS, SO.
BEN SIMINOE, Natural Resource TL, SO.
TINA GAST, Natural Resources Specialist, Santa Rosa RD.
GRETCHEN BURRIS, Forestry Technician, Ely RD.
PAT MAESTES, Resource Clerk, Ely RD.

Group Award
STEVE WILLIAMS, Rangeland Management Specialist; TINA GAST, Natural Resources Specialist; KAREN DUNHAM, SSS; DAVE KERN, Forestry Technician; JUDY POCHE, Forestry Technician; KENT ELLETT, Rangeland Management Specialist - all Santa Rosa RD - For diligent service in accomplishing the District's program of work during a severe fire season and in the absence of the District Ranger, managing this accomplishment as a self-directed team.

MIKE MCNEILL, Rangeland Management Specialist; ARLEEN MARTINEZ, SSS; CLARE JOSAITIS, Natural Resource Specialist - all Jarbidge RD - For performance and support on the District Team in accomplishing the District's workload and providing fire suppression while the District Ranger was on an Acting District Ranger assignment.

Cash
SCOTT BELL, District Ranger, Santa Rosa RD - For excellence in preparing and facilitating Building High Performance Team course.
JASON CASSINELLI, Forestry Technician, Santa Rosa RD - For contribution to the FS/BLM Interagency fire crew and engine. Your efforts under difficult circumstances insured a successful year.
LORNE WOLICKI, Forestry Technician, Santa Rosa RD - For contribution to the FS/BLM Interagency fire crew and engine. Your efforts under difficult circumstances insured a successful year.
GARY CAMPBELL, Supervisory Civil Engineer, SO - For being the contracting officer for the new office in Elko and coordinating the move of people and equipment in a timely and efficient manner.
BETTYE IBOLD, Forestry Aid, SO - For outstanding customer service performing frontliner duties on the Humboldt NF.
HENRY HICKERSON, Supervisory Forester, Ely RD - For prompt updating of the District's Special Use Permits to conform to FSM standards.

Temporary Promotions
GARY SCHAFFRAN, Lands/Staff Officer, SO, to Public Service Team Leader, SO.
DOUG SORENSEN, Rangeland Management Specialist, Ruby Mountains RD to District Ranger, Tonopah RD, Toiyabe NF.

MANTI-LA SAL NF
Cash
VARIAN S. ALLEN, Engineering Operator Foreman, SO - $750 for excellence in preparing and facilitating the building of the High Performance Team course.
WILLIAM R. BROADBEAR, Forester, Price RD - $200 for exhibiting a spirit of excellence in working with public, permittees, partners, and local agencies in the management of the recreation programs on the Price RD.
BRENT B. BARNEY, Supervisory Civil Engineer (Transportation) SO - $200 for extraordinary performance while compiling and reviewing design criteria for fish ladders, designing spillway replacements for Boulger Reservoir and Benches Reservoir and developing drawings, specifications, and estimates such that contracts for reconstruction of each of the projects were advertised and awarded during closing months of FY 94.

Group
GERRY XAVIER, Civil Engineer (Facilities), $500; DEBBIE EVANS, Civil Engineering Technician, $200; and MARTHA DEFREEST, Civil Engineer, $100 - all SO - For extraordinary performance while inspecting, managing, and administering the construction contract for development of the Sanpete Office complex, Sanpete RD.

Length of Service
VIRGAL A. MARCUM, Engineering Equipment Operator, SO - 20 years.
LARRY MICKELSEN, Range Conservationist, Ferron RD - 10 years.

PAYETTE NF
Cash
LEON A. NEWMAN, Forestry Technician, Council RD - $500 for acting as the key instructor of Successful Reforestation Techniques.
JIM CRITZ, Civin Engineering Technician, Council RD - $150 for outstanding chairmanship of Engineering Safety Committee.
LINDA J. STRAIN, Forestry Technician, Weiser RD - $325 for outstanding coordination of District Human Resource activities.
VALERIE SHAW, Information Receptionist, SO - $75 for outstanding assistance to Personnel shop.
EDYTHE PATTERSON, Clerk-Typist, SO - $200 for taking on additional duties outside normal job.
PATRICIA GORDON, Clerk-Typist, SO - $200 for taking on additional duties outside normal job.
PAM BECKER, Budget Analyst, SO - $500 for independently completing a special Forest analysis and program budget without supervision.
BARRY K. MATHIAS, Communications Specialist, SO - $500 Regional award for outstanding effort in Forest safety program.
ERIN ROHLMAN, Forester, McCall RD - $500 for outstanding work in District mining reclamation.
ROBERT BRYAN, Forester, SO - $500 for superior performance in McCall RD mining reclamation program.
PATSY MICHEL, Acting SSS, Krassel RD - $250 for outstanding performance.
JERRY GREER, Planning Branch Chief, SO - $800 Nationwide Forestry Applications Program award for outstanding performance as Proceedings Editor Biennial FS Remote Sensing Conference.
BARBARA HOLIDAY, Wildlife Biologist, Council RD - $250 for outstanding service.
DAVID SKINNER, Biological Technician, Council RD - $200 for outstanding service.
BRIAN BURBRIDGE, Biological Technician, McCall RD - $325 for superior skills.
JOHN DOMINICK, Biological Technician, McCall RD - $550 for exceptional service.
DAVID HOGEN, Biological Technician, McCall RD - $325 for superior performance.
HOLLY JEPPSEN, Biological Technician, McCall RD - $325 for superior performance.
RANDI MOVICH, Biological Technician, McCall RD - $325 for superior performance.
JEFF SKINNER, Hydrology Technician, Weiser RD - $500 for superior performance.
GLENN JOHNSTON, Forestry Technician, Krassel RD - $750 for outstanding leadership in implementing the helicopter rapelling training program.
TRACY BECK, Planning Specialist, SO - $500 for outstanding accomplishments.
GARY ECKERT, Forester, SO - $300 for outstanding accomplishments.
FLOYD GORDON, Wildlife Biologist, SO - $300 for outstanding accomplishments.
SHANE JEFFRIES, Wildlife Biologist, Council RD - $500 for outstanding accomplishments.
MIKE STAYTON, Forester, Weiser RD - $500 for outstanding accomplishments.

Group
KATE CARTER, JULIE DEACON, ELENORA HULIT, EDYTHE PATTERSON, all SCSEP's - For outstanding contribution to Forest targets.

Spot
JENNIFER THOMASON, Hydrology Aid, New Meadows RD - $300 for outstanding performance.
NICHOLAS REED, Hydrology Aid, Weiser RD - $100 for outstanding performance.
ROBERT FRISK, Forestry Technician, Weiser RD - $250 for outstanding performance.
MONICA NEIWERT, Biological Technician, Weiser RD - $100 for superior performance.
CHARLIE SHOWERS, Civil Engineer, SO - $200 for exceptional work.
KIMBERLY PIERSON, Biological Technician, SO - $50 for exceptional team effort.
HANK CLOUSER, Biological Technician, SO - $50 for exceptional team effort.
MARILYN OLSON, Biological Technician, SO - $50 for exceptional team effort.
SCOTT RILEY, Botanist, SO - $50 for exceptional team effort.
SUSAN FOSTER, Botanist, SO - $150 for outstanding team leadership.
NANCY BROSSMAN, Biological Technician, SO - $50 for exceptional team effort.
JAY KING, Botanist, SO - $50 for exceptional team effort.
MONTY CLENDENON, Survey Technician, SO - $50 for outstanding performance.
JOHN SCHEISS, Engineering Technician, SO - $50 for outstanding performance.
VONDA KIRK, Office Automation Clerk, SO - $250 for outstanding effort on biological analysis.
NORMAN WHEALY, SCSEP, SO - $100 for sustained superior performance.
RICHARD BELNAP, Forestry Technician, Krassel RD - $100 for successful execution of prescribed burn.
JANE WURSTER, Geologist, McCall RD - $100 for outstanding work on SFSR mining biological assessment.
MARY FAUROT, Fish Biologist, Krassel RD - $250 for outstanding work on SFSR biological assessment.

Appointments
SUSAN L. BAILEY, Hydrologist, SO (Roadless EIS Team), to Hydrologist, SO.

Conversions
SHARON CLARK, Taper Appt. PNF, to Career Personnel Clerk, Weiser RD.
RICCI DEWEESE, Co-op Ed Trainee, Forestry, to Career Conditional Forestry Technician, Council RD.
MEGHAN REYNOLDS, Student Trainee Public Affairs, SO, to Public Affairs Specialist, R4.
ELIZABETH LUDVIGSEN, Landscape Architect Trainee, SO, to Landscape Architect, SO.

Promotions
ROBERT MASON, Heavy Mobile Equipment Mechanic, SO, to Automotive Repair Inspector, SO.
MICHAEL COFFEY, Supervisory Surveying Technician, SO to Land Surveyor, SO.

Promotions in Place
JOANNE FRY, Computer Assistant, Council RD.
JOHANNA PEARSON, Forest Supervisor Assistant, SO.
KAREN BAILEY, Resource Clerk, Typing, Council RD.
MONTE HURD, Forestry Technician, Weiser RD.
PEGGY HAREN, Realty Specialist, SO.
STEVE UPTEGROVE, Supervisory Forestry Technician, Krassel RD.
TERRI HUBBS, Payroll Technician, SO.
KELLY MARTIN, Forestry Technician, SO.

Reassignments
SYLVIA CLARK, Range Conservationist, Weiser RD, to Range Conservationist, New Meadows RD.
RANDALL PEPPERSACK, Surveying Technician, SO, to Land Surveyor, SO.
RON HAMILTON, Supervisory Forester, Regional Office R4, to Supervisory Forester, SO.
GARY ELLIOTT, Forester, Krassel RD, to Forester, McCall RD.

Resignations
TINA FLORENCE, Forestry Technician, Council RD.
THOMAS PETTIGREW, Forestry Technician, Smokejumper, SO.
SHAYNE WATKINS, Forester, Council RD.

Retirements
LEON NEWMAN, Forestry Technician, Council RD.
ROBERTA TOWERY, Accounting Technician, SO.
MARTIN FITZGERALD, Facilities Manager, SO.
BETTY FITZGERALD, Accounting Technician, SO.
ED ALLEN, FMO, Council RD.
BOBBY WININGER, Forestry Technician, Council RD.
ROBERT BRYAN, Supervisory Forester, SO.
MARVIN GRAY, Engineering Equipment Operator, Council RD.
LARRY NEWELL, Civil Engineering Technician, SO.
O.K. GALLOWAY, Lead Forestry Technician, Council RD.
GORDON TITUS, Civil Engineering Technician, SO.
AL WRIGHT, Forester, SO.
TIM TOOMEY, Supervisory Civil Engineering Technician, Council RD.
SCOTT LEMBERES, Cartographic Technician, SO.

Transfer Out
MATTHEW TURNER, Forester, SO, to White River NF.
PEGGY JACKSON, Budget Analyst, SO, to Salmon NF.
KURT BECKER, Natural Resources Specialist, SO, to Salmon NF.
DAVID M. SPANN, Ranger, New Meadows RD, to R4, Regional Office.
DANIEL PEREZ, Range Conservationist, Council RD, to Tonto NF.
KURT NELSON, Supervisory Forester, SO, to R6 Eastside Ecosystem Management Project.
MICHAEL BALBONI, Administrative Forester, New Meadows RD, to District Ranger, Three Rivers RD, Kootenai NF.
ALLISON NELSON, Forester, McCall RD, to R6 Eastside Ecosystem Management Project.
AMY STILLMAN, Co-op Ed Trainee, Council RD, to R4 Intermountain Station.

Transfers In
ROGER NELSON, Fish Biologist, SO, from R4 Intermountain Station, Boise.
DANIEL DUTTON, Heavy Mobile Equipment Mechanic, SO, from Bitterroot NF.
VAL T. LANE, Forestry Technician (LEO), SO, from Six Rivers NF.

SALMON-CHALLIS NF

Sustained Superior
LINDA GUYTON, Office Automation Clerk, Cobalt RD - For sustained superior performance in all elements during Business Management detail on the District in FY 94.

Spot
PEGGY JACKSON, Budget & Accounting Analyst, SO - For timely financial advice resulting in additional carryover money for FY 1995. Also for exceptionally professional and cooperative service while supporting fire suppression efforts through an extremely long and difficult fire season.
SALLIE MCHARGUE, Forestry Technician, SO - For exceptionally professional and cooperative service while supporting fire suppression efforts through an extremely long and difficult fire season.
EILEEN HAVENS, Supervisory Budget Analyst, SO - For exceptionally professional and cooperative service while supporting fire suppression efforts through an extremely long and difficult fire season.
JUDITH MEYERS, Accounting Technician, SO - For exceptionally professional and cooperative service while supporting fire suppression efforts through an extremely long and difficult fire season.
JACQUILYN CAIVANO, Secretary Typing, SO - For exceptionally professional and cooperative service while supporting fire suppression efforts through an extremely long and difficult fire season.
VICKI SCALES, Civil Engineering Technician, SO - For exceptionally professional and cooperative service while supporting fire suppression efforts through an extremely long and difficult fire season.
SHARON HENNIG, Accounting Technician, SO - For exceptionally professional and cooperative service in supporting fire suppression efforts while maintaining regular duties to an exceptional level.
JUDY ULVESTAD, Clerk, Salmon RD - For exceptionally professional and cooperative service while supporting fire suppression efforts through an extremely long and difficult fire season.
TERESA JOHNSON, Payroll Clerk, SO - For exceptionally professional and cooperative service in supporting fire suppression efforts while maintaining regular duties to an exceptional level.

Special Act
TIMOTHY JONES, Forester, SO - For a job well done in the conception through implementation of the Forest Travel Plan.
JUDY SOMMERFELD, Supervisory Budget Analyst, SO - For superior performance over six months in helping implement a combined budget for the Salmon/Challis NF and maintaining high quality in all other areas.
MELANI MAY, Forestry Technician, North Fork RD - For recognition of your sustained effort of excellence during the 1994 fire season.
JAMES BAKER, Supervisory Civil Engineer, SO - For excellence in preparing and facilitating Investment in Excellence course.

Quality Step Increase
KENNETH STAUFFER, Landscape Architect, SO - For high quality of work over a sustained period of several years which has benefited the Salmon NF in program development and implementation.
GARY JACKSON, Soil Scientist, SO - For high quality of work over a sustained period of several years which has benefited the Salmon NF in program development and implementation.
WILLIAM SCHUCKERT, Forestry Technician, North Fork RD.
MARK WHITNEY, Supervisory Forestry Technician, North Fork RD.

Length of Service
JAMES SUSTAIRE, Administrative Officer, SO - 40 years.
JAMES BAKER, Supervisory Civil Engineer, SO - 30 years.
CHRIS HEITSTUMAN, Supervisory Forestry Technician, Cobalt RD - 5 years.

Time Off (group)
JUDY CARVELHO, Support Services Specialist; KENDRA SABO, Resource Clerk; WILLIAM BAER, Forestry Technician; DOUG WEAVER, Forester - all Salmon RD - For significant fire time contribution (80 hours or more) to the FY 94 fire season.

EILEEN HAVENS, Supervisory Budget Analyst; MICHAEL CLAIBORNE, Student Trainee Electrician; JOSEPH CARVELHO, Forestry Technician; JACQUILYN CAIVANO, Secretary Typing; MARIAN BUENGER, Information Assistant; LOUISE BRANNON, Writer Editor; MARIA SANTANA, Student Trainee Accounting; PEGGY JACKSON, Budget & Accounting Analyst; ELIZABETH JOHNSON, Resource Clerk; RONALD JOHNSON, Range Management Specialist; JUDITH MEYERS, Accounting Technician; SALLIE MCHARGUE, Forestry Technician; ERIC PROCTOR, Telecommunications Manager; ROBERT ROSE, Fish Biologist; LARRY SIDLO, Telecommunications Specialist; MARK THRAILKILL, Telecommunications Specialist; KAREN WADE, Office Automation Clerk; CONSTANCE WALTER, Purchasing Agent; VICKI SCALES, Civil Engineering Technician; SHARON HENNIG, Accounting Technician; PATRICIA ULIK, Public Affairs Specialist - all SO - For significant fire time contribution (80 hours or more) to the FY 94 fire season.

LUCINDA WALKER, Information Assistant and MARY PREBBLE, SSS - Leadore RD - For significant contributions during the 1994 fire season - stayed on home unit and insured business as usual programs.

RICHARD WARD, District Ranger; DANA HORTON, Natural Resource Specialist; BRIAN WATTS, Rangeland Management Specialist; JEFFREY SLAGG, Forestry Technician; JOE BUTSICK, Wildlife Biologist - all Leadore RD - For significant fire time contribution (80 hours or more) to the FY 94 fire season.

CLINT GROLL, District Ranger; BRECK HUDSON, Forester; KATHY SEABERG, SSS; GARY MILLS, Forestry Technician; CHRIS HEITSTUMAN, Supervisory Forestry Technician; KENNY ROGERS, Supervisory Forestry Technician; LINDA GUYTON, Office Automation Clerk - all Cobolt RD - For significant fire time contribution (80 hours or more) to the FY 94 fire season.

BILL SCHUCKERT; MARK WHITNEY; KEITH TALLEY; EDWARD CHRISTY; ERNIE SMITH - all Forestry Technicians, North Fork RD - For excellent performance under adverse conditions during the 1994 fire season.

DOLORES BAKER, SSS; SUSANNE SMITH, Information Assistant; ANNE WESTFALL, Office Automation Clerk; BILL GALLIGAN, Resource Clerk; STEVE HAYDON, Planning Team Leader; GENE SUNDBERG, Forester; DAVE SABO, Forester; GAIL BAER, Natural Resource Specialist; LUCINDA HAGGAS, Ecologist; DAN GARCIA, Fisheries Biologist; NORM ANDO, Natural Resource Specialist, TROY COOPER, Forestry Technician; ALLISON JACKSON, Supervisory Natural Resource Specialist; LINDA WALTON, Forestry Technician; JIM UPCHURCH, Forestry Technician; BERT GOULD, Civil Engineering Technician; LON DAVIS, Maintenance Worker - all North Fork RD.

Promotions
CONSTANCE WALTER, Office Automation Clerk, SO, to Purchasing Agent, SO.

Promotions in Place
DIANE SCHULDT, Wildlife Biologist, Cobalt RD.

Reassignments
JOHN HAMMOND, Supervisory Range Conservationist, Salmon RD, to Natural Resource Specialist, Salmon RD.
BRECK HUDSON, Forester, Cobalt RD.
TONY SULLIVAN, Resource Specialist, Challis NF, to Management Analyst, SO.
TIMOTHY JONES, Forester, Challis NF, to Forester, SO.
KAREN JOHNSON, Office Automation Clerk, Challis NF, to Office Automation Clerk, SO.
GAIL JADLOWSKI, Office Automation Clerk, Challis NF, to Office Automation Clerk, SO.
GERALDINE HANSEN, Office Automation Clerk, Challis NF, to Office Automation Clerk, SO.
DOROTHY TAYLOR, Office Automation Clerk, Challis NF, to Office Automation Clerk, SO
JANICE LONG, Office Automation Clerk, Challis NF, to Office Automation Clerk, SO.
LARRY PRICE, Forestry Technician, Challis NF, to Forestry Technician, SO.
JIM JAMES, Information Assistant, Challis NF, to Information Assistant, SO.
JOHN MILLER, Equipment Specialist Automotive, Challis NF, Equipment Specialist Automotive, SO.
MARVIN GRANROTH, Mining Engineering Technician, Challis NF, to Mining Engineering Technician, SO.
JACK EBBERTS, Civil Engineering Technician, Challis NF, to Civil Engineering Technician, SO.
KRISTINE HURLESS, Civilian Payroll Technician, Challis NF, to Civilian Payroll Technician, SO.
CAROLYN MATTSON, Office Automation Clerk, Challis NF, to Office Automation Clerk, SO.
JANICE PISANO, Fish Biologist, Challis NF, to Fish Biologist, SO.
JUDY SOMMERFELD, Budget Analyst, Challis NF, to Budget Analyst, SO.
NORMAN DOLL, Engineering Equipment Operator, Challis NF, to Engineering Equipment Operator, SO.
LEON JADLOWSKI, Fish Biologist, Challis NF, to Fish Biologist, SO.
CATHERINE BECKER, Computer Specialist, Challis NF, to Computer Specialist, SO.
ANDREA HUMBIRD, Computer Programer Analyst, Challis NF, to Computer Programer Analyst, SO.
DONALD PETERS, Mining Engineer, Challis NF, to Mining Engineer, SO.
PETE BRADSHAW, Engineering Equipment Operator Foreman, Challis NF, to Engineering Equipment Operator Foreman, SO.
ROBERT GIANNINY, Land Use Planning Specialist, Challis NF, to Land Use Planning Specialist, SO.
GARY MILLS, Supervisory Forestry Technician, Willamette NF, to Supervisory Forestry Technician, Cobalt RD.

TOIYABE NF

Group
LARRY RALEY, Supervisory Forester, Bridgeport RD, and ERIN O'CONNOR-HENRY, Management Analyst, SO - for excellence in preparing and facilitating the Building High Performance Team Course.

Special Act
THERESA FROLLI, Supervisory Natural Resource Specialist, Austin RD - $300 for superior faculty team contributions to the "Hazardous Materials Management in Mining" training course.
JAQUELINE GLADWILL, Forestry Technician, Austin RD - $250 for outstanding performance in keeping recreation on the Austin RD alive and fire-free during the field season of 1994.
DORIS FORSYTHE, SCSEP, Spring Mountains NRA - $100 for consistently demonstrating good initiative and quality results, establishing efficient PAO filing system, maintaining mailing addresses and providing backup assistance to the front desk.
RONALD EMETERIO, Forestry Technician, SO - $250 for outstanding law enforcement support and for exemplifying the highest degree of customer service and safety.
GEORGIA M. HIGGINS, Accounting Technician, SO - $300 for extra support and hours to ensure a smooth FY 1994 year-end.
CAROL A. HALE, Resource Clerk, SO - $300 for reducing the number of personal property errors from approximately 400 to 40.
LYNN M. BLEEKER, Forestry Technician, Spring Mountains NRA - $200 for individual commitment and extra effort put forth for the Tusayan RD team effort. This resulted in high quality accomplishments for the operation group projects, wildlife projects and fire suppression activities during FY 1994.

TQM Awards for FY 1994 ($25 each)
SO Employees: ANTHONY MARTINEZ, KATHY NICHOLAS, GWEN WALTER, SANDRA SILVA, JUAN PALMA, SUSAN BERGSTRAND, ANNE POLETE, JEAN BURT, DONA ROGERS, CAROL HALE, CHUCK HAWKINS, BONNIE KENNEDY, CARMEN FUNSTON, GEORGIA HIGGINS, CINDY FITZGERALD, PAULETTE BENALLY, JANICE SANCHEZ, ERIN O'CONNOR-HENRY, ANN KINNEY, LAURO GARCIA, and MILLIE GRUNE.
Carson RD Employees: JANE SCHMIDT, PEGGY O'DRISCOLL, JENNIFER HEISINGER.
Bridgeport RD Employees: KIM DUFTY and LARRY RALEY.
Austin RD Employees: TOM FROLLI, WAYNE FRYE, PEGGY FRYE, ROBERTA STRAIN, DAYLE FLANIGAN, THERESA FROLLI, JAMES MABE, WILLIAM WILSON, TIMOTHY BOND.
Tonopah RD Employee: VIRGIL MINK.
Spring Mountains NRA Employee: KRISTINE JOHNSON.
And from off-forest: TINA GAST, Humboldt NF; CLINT RANDALL, Boise NF; JUDY VENTURA and CARMEN LEMON, NRCS; and JOE STRINGER, OGC.

Appointments
CHRISTINE ALEJANDRO, Office Automation Clerk, SO.

Promotions
ANTHONY MARTINEZ, Electronics Technician, SO, to Electronics Technician, Shasta-Trinity SO.
TERRY BIRK, Archaeologist, Kaibab NF, to Archaeologist, Carson RD.

Promotions in Place
RONALD EMETERIO, Forestry Technician, SO.
SARA MAYBEN, Rangeland Management Specialist, Spring Mountains NRA, to Rangeland Management Specialist, SO.
MICHAEL WILDE, Supervisory Forestry Technician, Carson RD.
ELIZABETH ANN KINNEY, Computer Assistant, SO.

Reassignments
KURT THIEL, Forestry Technician, Carson RD, from Tahoe NF.
THOMAS FROLLI, Rangeland Management Specialist, Austin RD, to Range Conservationist, Sierra NF, Kings River RD.

Retirements
RONALD BURRAYCHAK, Wildlife Biologist, SO.

WASATCH-CACHE NF

Special Act
KAYE WOOLSTENHULME, SSS, Kamas RD - Outstanding customer service in the full business management job for the Kamas RD. Professional, positive assistance to Program Managers in completing land stewardship and public service project work.
CARLA HOLFELTZ, Office Services Assistant, Kamas RD - Excellence in completing assignments of varying nature and taking on additional duties with increased workload. Excellence in public service in meeting demanding public requests.
SONDI BUTIKOFER, Information Receptionist, Typing, Kamas RD - Outstanding customer service in meeting public needs with maximum efficiency; initiative in improving District service to public; and willingness to assist staff employees with additional duties.
ORVIL MINCHEY, Forestry Technician, Kamas RD - Exceptional management of the Kamas RD water systems in 1994.
WYOMA HORTIN, Forestry Technician, Kamas RD - Significant contribution toward achieving compliance with the State Fire Closures during the 1994 fire season.
RANDALL TAYLOR, Forestry Technician, Kamas RD - Significant contribution toward achieving compliance with the State Fire Closures during the 1994 fire season.
GARETH YARBROUGH, Forestry Technician, Kamas RD - Outstanding contribution to quality trail construction and reconstruction while building positive relationships with volunteers, partners, and wilderness employees.
BRUCE STROM, Forestry Technician, Kamas RD - Outstanding initiative and leadership in Star Lake dam stabilization and District housing maintenance. Excellence in building relationships with local partners in trailhead and easement projects.
KENNETH STRALEY, Forestry Technician, Kamas RD - Outstanding initiative, attention to detail, and quality leadership in purchasing and contracting support to high priority, time critical project work.
BARBARA WALKER, Forestry Technician, Kamas RD - Exceptional leadership, customer service, and commitment to excellence in wilderness and environmental education. Outstanding sensitivity to needs of employment, customers, and the environment.
RONALD VANCE, Biological Sciences Technician, Kamas RD - Outstanding leadership in 12 Lakes stabilization project. High quality technical data collection and analysis. Professionalism and initiative in building relationships with cooperating agencies on a highly complex project.
ELYSE LORD, Forestry Aid, Kamas RD - Excellence in completing assignments of varying nature in an independent manner. Willingness to take on a variety of types of work with minimal supervision. Initiative in using skills to improve District programs while direct supervisor was away on fire assignment.
PAUL CROWLEY, Fisheries Biologist, SO - In appreciation for your outstanding efforts in coordinating and conducting the Bonneville Cutthroat inventory efforts this summer. This interagency effort included the Utah Division of Wildlife Resources, Idaho Department of Fish and Game, and the Caribou, Bridger-Teton, and Wasatch-Cache NFs.
JENNIFER JOHNSON, Biological Aid, SO - Outstanding service in collecting fisheries information and installing fish habitat structures.
HUBERT BENN, Forestry Technician, Evanston RD - Employee has shown exceptional effort toward safety by attending and/or participating in all safety meetings, wearing safety equipment and having an accident-free work season.
JOHN MORROW, Forestry Technician, Evanston RD - Employee has shown exceptional effort toward safety by attending and/or participating in all safety meetings, wearing safety equipment and having an accident-free work season.
JOYCE WILLIAMS, Computer Assistant, Evanston RD - For office and fire support on the Evanston and Mountain View RDs during the fires of 1994.
GERALD BRUNNER, Forester, Logan RD - For outstanding 1994 pre-season fire management planning and implementation and the personal direction of air attack on the Edgar fire which prevented destruction of private homes and other structures.
KELLY DUFFIN, Forestry Technician, Logan RD - For going the extra mile to insure a successful fire season. For outstanding leadership, initiative and performance.
THOMAS ESPLIN, Range Technician, Logan RD - For the outstanding performance of fire duties during the 1994 season on the Logan RD.

VINCENT HUNT, Forestry Technician, Logan RD - For volunteering time to help train emergency AD firefighters as well as outstanding initiative and dedication in fire suppression during the 1994 fire season.
LARON JOHNSON, Forestry Technician, Logan RD - For volunteering time to help train emergency AD firefighters as well as outstanding initiative and dedication in fire suppression during the 1994 fire season.
ANN JUDKINS, Office Services Assistant, Logan RD - For outstanding performance in the preparation and processing of personnel actions and time and attendance reports during the 1994 fire season on the Logan RD.
CONNIE MCCAUGHEY, SSS, Logan RD - For outstanding performance of procurement and expanded dispatch duties during the 1994 fire season on the Logan RD.
STANLEY MILLER, Rangeland Management Specialist, Logan RD - For outstanding on-site logistics leadership during initial attack on the 1994 Edgar and Beaver Mountain fires on the Logan RD.
TED MOE, Forestry Technician, Logan RD - For outstanding leadership and dedication during the 1994 fire season.
DUSTON MORTENSON, Forestry Technician, Logan RD - For outstanding performance and initiative during the 1994 fire season.
KEVIN PFISTER, Supervisory Forestry Technician, Logan RD - For outstanding leadership and dedication to service during the 1994 fire season.
EVELYN SIBBERNSEN, Forester, Logan RD - For outstanding performance of expanded dispatch duties during the 1994 fire season of the Logan RD.
JOHN SIBBERNSEN, Supervisory Forester, Logan RD - For outstanding personal initiative and leadership in the performance of fire duties during the 1994 fire season on the Logan RD.
MICHAEL VAN HORN, Forestry Technician, Logan RD - For outstanding personal leadership of initial attack fire suppression forces during the 1994 fire season on the Logan RD.
L.J. WESTERN, Information Assistant, Logan RD - For outstanding performance of frontliner duties in the District Office during the 1994 fire season on the Logan RD.
KAREN SCHROYER, Forestry Technician, Salt Lake RD - For outstanding efforts in the management of the Silver Lake Information Center and 1994 Salt Lake RD Interpretive Program.
KENT GOLDSBERRY, Engineer, SO - For outstanding accomplishments in contract administration on the Salt Lake RD, 1994.
DIANE PIERCE, Forestry Technician, Salt Lake RD - For outstanding efforts in administering the Salt Lake RD Interpretive program in 1994.
JEANNE HUELSKAMP, Forestry Technician, Salt Lake RD - For outstanding efforts in the management of Storm Mountain Amphitheatre and the 1994 Salt Lake RD Interpretive program.
SHANNON AUTRY, Forestry Technician, Salt Lake RD - For continued hard work and commitment to getting the job done.
PETER BAILEY, Forestry Technician, Salt Lake RD - For outstanding leadership on the 1994 trail crew.
ROBIN BRIGGS, Forestry Technician, Salt Lake RD - For outstanding performance and commitment to the 1994 volunteer and GWT programs.
MICHAEL DEE, Forestry Technician, Salt Lake RD - For hard work and efforts in leading volunteers on the GWT.
KRISTIN EGAN, Forestry Technician, Salt Lake RD - For sustained commitment, hard work and initiative on the 1994 backcountry crew.
DEREK GALBRAITH, Forestry Technician, Salt Lake RD - For sustained commitment to doing whatever was needed.
ROBERT PISCOPO, Forestry Technician, Salt Lake RD - For hard work and dedication on the 1994 fires.
COURTNEY REESER, Forestry Technician, Salt Lake RD - For outstanding support of the 1994 Salt Lake RD recreation program.
SAM SCHROYER, Forestry Aid, Salt Lake RD - For outstanding contributions to the operation of Silver Lake Information Center and 1994 Interpretative Program on the Salt Lake RD.
MIKE MOJICA, Forestry Technician, Salt Lake RD - For outstanding contributions to the operation of Silver Lake Information Center and 1994 Interpretative Program on the Salt Lake RD.
RODGER RENSTROM, Forestry Technician, Salt Lake RD - For outstanding contributions to the administration of the 1994 Salt Lake RD recreation program and administration of the WCNF-CWE.
RONALD PALMER, Forestry Technician, Salt Lake RD - For continued hard work and leadership on the 1994 trail crew.
SENTA PORTER, Forestry Technician, Salt Lake RD - For hard work and initiative in organizing and leading the Salt Lake RD bicycle program.
STEVE SCHEID, Forestry Technician, Salt Lake RD - For outstanding leadership of the 1994 backcountry crew.
BRENT SHAW, Forestry Technician, Salt Lake RD - For hard work and good attitude on the 1994 trail crew.
LAURA SPANGLER, Forestry Technician, Salt Lake RD - For hard work, initiative, and willingness to learn as a backcountry ranger.
PHILLIP WICK, Forestry Technician, Salt Lake RD - For hard work and efforts as a volunteer and on the 1994 trail crew.
MARIANNE AUSSERESSES, Personnel Assistant, SO - In recognition of contributions during the Forest Service's Voluntary Separation Incentive (Buyout) processing period. Marianne assisted in processing twenty retirement requests within a short period of time. Her contribution was greatly appreciated.
SONIA PAGE, Personnel Clerk, SO - For outstanding contribution during the 1994 fire season. Sonia remained in the Personnel Office and performed her duties plus those of two other individuals that were released for fire duty. She effectively processed all personnel actions, provided management advice, and ensured that all T&A reports were entered and processed on time. Without the dedication of employees like Sonia, it would be impossible for this office to fully support the fire suppression mission.

The following Salt Lake RD Recreation Technician/Aides were awarded for outstanding initiative, enthusiasm, and execution of the Salt Lake RD recreation program: ROBERT DUNN; KRISTOFER WHITE; ANDY YOUNG; LARRY VELARDE; CHRISTOPHER WILSON; GLEN LAMBSON; MARVIN NEELEY; BRYAN DEHAAN; JOHN RUSSELL; WES CHRISTENSEN; AVONNE BAUER; STEVE RUTTER.

The following Salt Lake RD Recreation Technician/Aides were awarded for outstanding efforts in the execution of the 1994 Salt Lake RD recreation program: JUSTIN CROSBY; JOHN DIEFENDERFER; SALLY JO GARRETT; TINA GRAHAM; ERIC NIELSEN; BRIAN J. HADLEY; HEATHER HINTON; DONALD KRANENDONK; HEATHER LAMARQUE; ROBERT D. LAMPING; ERIC VAN DRIMMELEN; BEN PAGE; JACQUELINE WEISE; BLAIN PRESCOTT; CORT NAISBITT; JENNIFER MITCHELL; PATRICIA MURPHY; PETE NEAL; TROY VAN DRIMMELEN; JEFF WARD; MICHELL WHELAN; ANN WIDMER; ANGIE WILKERSON.

Promotion in Place
LORI HADLOCK, Clerk Typist, to Business Management Assistant, Mountain View RD.

Reasignments
BRIAN FEREBEE - Wildlife Biologist, Emmett RD, Boise NF, to Wildlife Biologist, Kamas RD.
KAREN WHITE, Office Automation Assistant, Intermountain Research Station, to Information Assistant, Ogden RD.

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February is

Heart Month . . .

this Valentine's Day, put YOUR heart first!

Exercise, eat right, and don't smoke!

♥ ♥ ♥ ♥ ♥ ♥ ♥ ♥ ♥

Having it All . . .

WORK AND FAMILY ON THE BOISE NF

In the workforce today, competition for jobs is high, recruitment of quality people is a necessity, and retaining those people is paramount. Employers have to ask themselves what they can do to be attractive to potential employees, and then act on it. One thing they're discovering is that more and more employees are searching for family-friendly workplaces.

The Boise National Forest has been a leader in the family-friendly arena. Its people-conscious policies are quite alluring to prospective employees. Two policies that were adopted recently with bold support and the stroke of a pen by Forest Supervisor Cathy Barbouletos are deserving of attention.

The "Babes-in-the-Woods" program, the unofficial title for the On-Site Childcare policy, has received national attention from Vice President Al Gore's National Performance Review Team. This policy is the epitome of what an employer can do to make the workplace friendlier: babies in the office. With this policy, new mothers or fathers can bring their babies to work with them until the child is six months old.

The Forest Leadership Team knows that to recruit and retain the people they want managing the Boise NF, they're going to have to offer amenities that tell employees they care. And there are many reasons why an agency or company would want to support this kind of program including benefits to the child, parent, and employer.

The six month time period gives baby and parent a chance to spend quality time together during those early, special months. And the parent is encouraged to come back to work after a significant maternity leave rather than taking an extended period off from work or resigning from work completely.

If this policy wasn't in effect, new parents might take the three months off from work that's ensured under the Family Leave Act. Or a despondent mother may come back after a six week maternity leave, feeling guilty and worrying about her newborn's welfare. Without Babes-in-the-Woods, huge amounts of work may go undone, or extra help may need to be hired to accomplish that work.

This program has been very successful on the Boise NF with several happy Forest Service children as positive testimony. The next big step for the forest was to make it easier for employees to take time off to care for an ill child or family member.

Forest Supervisor Barbouletos was a step ahead of the Administration in creating and adopting a local policy that allowed employees to use earned sick leave to care for a sick family member. "Employees tend to have an abundance of sick leave and allowing them to use it for themselves or a sick family member only makes sense," said Barbouletos. "I'm very pleased to be a catalyst in the evolution of this family-friendly attitude on the Boise NF," she added.

This new sick leave policy was used, with much relief and gratitude, by one young employee who needed an extended period of time at home to care for her mother who needed to undergo a kidney transplant. Not only did she exhaust her supply of annual and sick leave, but she received donated leave from colleagues so that she didn't have to go without a paycheck.

This employee felt valued. The intent of these policies is for *EVERY* employee to feel valued. If employees can come to work knowing that the agency provides these programs because they care, the employees will likely give 100 percent. And that attitude will cumulatively result in success for everyone. The employer becomes an "employer of choice": an employer which is sought out and in high demand because of its family-friendly atmosphere.

by Lynette Berriochoa,
Public Affairs Specialist
Boise National Forest □

Photo on page 28.

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Having it all on the Boise NF

Story on page 27

Lynette Berriochoa, Public Affairs Specialist on the Boise NF with daughter Hailey.

NEXT ISSUE

GIS explained . . . finally!!

● ● ● *P.S. — DON'T FORGET TO SEND IN YOUR "VIEWPOINTS"!* ● ● ●

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